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January 1985

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



Getting North America Back into High Gear

- CONSTRUCTION OUTLOOK
- HOUSING FORECAST
- UNEMPLOYMENT SITUATION
- FUTURE JOBS
- CANADIAN CONFERENCE

OFFICIAL INFORMATION



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John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

Getting North America Back into High Gear	2
1985 Construction Outlook	Dodge/Sweet Report 3
1985 Regional Construction Estimates	4
Operation Turnaround Update	5
Unemployment Situation, U.S. and Canada	6
Economic Recovery?	7
Home Builders Forecast 1.5 Million Starts	8
Nord Door Must Pay Displaced Strikers	9
U.S. Capitol: Facelift and Inaugural Stands	11
Future Jobs: Earning a Living, 2000 AD	Barbara Moffet 13
Canadian Conference Prepares for 1985 Changes	16
Versatile 'Equipment Doctors'	Edgar F. Coudal 18

DEPARTMENTS

Washington Report	10
Ottawa Report	15
We Congratulate	21
Local Union News	22
Apprenticeship and Training	26
Plane Gossip	28
Consumer Clipboard: Consumer Quiz	29
Service to the Brotherhood	31
Retirees Notebook	35
In Memoriam	37
What's New?	39
President's Message	Patrick J. Campbell 40

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THE COVER

In the month of January, North America struggles through what is often called "the dead of winter." From Anchorage, Alaska, to Halifax, Nova Scotia, thousands of UBC members fight their way through snowdrifts to get to work . . . when there's work to be had. Across the waist of the United States runs a meandering snow line, changing with every weather report, creating "snow days" for school children, and bringing work with snow shovels and plows for many emergency work crews.

But very soon, we are told, there will be the "January thaw," which will bring a few days of warm-weather relief and occasional fog.

A newspaperman named Philander Johnson wrote a poem about it:

"Oh, what a blamed uncertain thing
This pesky weather is!
It blew and snowed and then it thawed
And now, by jing, it's friz."

Legend and folklore say that the "thaw" comes about mid-January in the Midwestern U.S., a little earlier farther west, and between the 18th and 23rd of January in the Eastern United States. Of course, most of our Canadian brothers and sisters must wait until spring for any thaw at all. After all, this changing winter weather starts in their back yard!—*Photograph by D. Winston of H. Armstrong Roberts.*

NOTE: Readers who would like additional copies of this cover may obtain them by sending 50¢ in coin to cover mailing costs to the Editor, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.





GETTING NORTH AMERICA BACK INTO HIGH GEAR IN 1985

***It's performance that counts, Mr. President.
And labor-management cooperation, Mr. Prime Minister.***

What kind of public programs are needed to revitalize the U.S. and Canadian economies in 1985?

Let's tally up the assets and liabilities, as the old year ends.

Old Man 1984 has gone on mandatory retirement, and he has left behind a wagonload of special problems for the New Kid 1985—a high percentage of unemployment, high interest rates, continued high energy costs, federal budget deficits, and much more.

It always seems to be that way after a general election. The political parties make a list of the nation's problems and promise solutions. The electorate makes its choices, and, shortly after the holidays, sometime in January, the U.S. Congress and the state legislatures go into session and pick up the pieces of the U.S. political puzzle. In Ottawa and in the provinces the various legislative bodies begin to study Conservative proposals and counter them with NDP rebuttals.

In a sense, the people of North America look to their national leadership for answers to their problems. Will the two federal administrations offer answers and create favorable results in the months ahead?

Everyone agrees that President Ronald Reagan is in pretty good physical shape for his age. But age is not the issue as he begins his second term of office. As that energetic hero of the elderly, Congressman Claude Pepper puts it, it is performance that counts in

the long run. So, if Americans are to evaluate President Reagan and his second term fairly, it is important that they assess what he and his administration do in their relations with the upcoming session of Congress.

With the Democrats in the majority in the House of Representatives and almost striking an even balance in the Senate, much vital legislation may be vetoed when it reaches the White House. Legislation may be stalemated. We hope that this will not happen.

With the Conservatives swept into power in the Canadian Parliament, thanks to the charisma of Brian Mulroney, it will be interesting to see what they do during their first months in office.

As the United Brotherhood sees it, these are the top priorities for wage earners and their families in the months ahead:

EMPLOYMENT—It should be clear by now to both conservative administrations that putting people out of work to stabilize prices and control inflation is a dangerous practice, which leaves the more serious problem of unemployment still unresolved. As the maps on Page 8 of this issue of *Carpenter* indicate, double-digit unemployment still exists in most of Canada, and the percentage of unemployment in the United States is no better today than it was in 1981 when President Reagan took office.

FAIR TRADE PRACTICES—Since the mid-1970s, the U.S. has been im-

porting more than it has been exporting. In both the U.S. and Canada, multinational corporations have ignored their responsibilities to North American wage earners and considered them merely as markets for cheap, imported goods. As a consequence, the great mass of North American wage earners has seen its dollars worth more than ever before overseas but less than before in their own domestic markets.

The balance of trade was a favorable \$9 billion in 1975, was a negative \$28 billion in 1981, and it is expected to range over \$100 billion in 1985!

When American manufacturing dominated world trade, almost everyone believed in the free and unfettered marketplace. But the decline of America's share of world trade and the takeover of many domestic markets by foreign goods has changed the situation. A growing number of union and non-union workers are losing their jobs because of unfair foreign competition. No job, no purchasing power. That's an economic principle which the spokesmen for Reaganomics and trickle-down Republicanism must understand in 1985, if the economy is to change for the better.

DEFICIT SPENDING—The federal deficits in the United States must be dealt with. Labor has been doing its share to reduce inflation and balance the economy. All a taxpayer has to do to realize this is to look at the list of

Continued on Page 30



1985 Construction To Equal 1984's Record \$211 Billion, With Housing Gaining Renewed Strength In Year's Second Half, According to Dodge/Sweet Construction Outlook

RESOLVED: MORE UNION CONSTRUCTION IN 1985

With interest rates starting to turn around, the outlook for the 1985 construction market is more positive now than it was only a few months ago, industry leaders have been told by one of the nation's foremost economic analysts.

George A. Christie, vice president and chief economist of McGraw-Hill Information Systems Company, predicts that construction contracting in 1985 will equal 1984's anticipated record of \$211 billion. "As interest rates retreat during 1985," he said, "the next several quarters are likely to be a replay of 1984—but in reverse, with housing picking up strength in the second half of the year."

The industry assessment was presented at the Building Products Executives Conference, a major forum for business leaders held annually by McGraw-Hill Information Systems Company. The firm, a leading authority on the construction market, is known for its Dodge Reports on construction activity, Sweet's Catalog Files of construction product information, and building cost information systems.

In presenting his annual forecast, the 1985 Dodge/Sweet's Construction Outlook, to 600 industry leaders attending the conference, Christie pointed out that during the past two and a half years construction contracting value has increased by more than 50%. "The record total of new construction started in 1984 implies a very busy 1985, when most of the work contracted this year will be brought to completion. The surprising strength of the economy's recovery from its deep recession is still supporting vigorous expansion of commercial and industrial construction," he said.

According to Christie, the present building cycle is now at its midpoint, and is showing "the symptoms of mid-

life crisis," he believes. "Although still expanding, the building market has lost much of its earlier drive, and during 1984 its primary source of support shifted from housing to nonresidential building," said the economist.

"Now that the economy has settled back to a more desirable growth rate, monetary policy must be modified in order to keep it there as long as possible. Sustaining a 4% rate of GNP growth requires relaxation of 1984's tightening, and that adjustment appears to be in the making. The consequence: lower interest rates and a revival of the building market next year," Christie said. "Once the handicap of rising interest rates is removed, some of the earlier momentum that was lost in the summer of 1984 will be restored. Quarter-by-quarter strengthening of construction contracting through 1985 should bring the building industry into a position for a solid advance in 1986," the McGraw-Hill expert explained.

"In counterpoint to declining mortgage rates in 1985, housing starts will be weakest at the beginning of 1985 and will pick up strength in the second half—the opposite of 1984's quarterly pattern," he said.

He foresees 1985's first quarter at an annual rate of 1,585,000 housing units, a last quarter moving up to 1,650,000 units, and the year's total at 1,600,000 units vs. 1,770,000 for 1984. "The recent dramatic shift toward multi-family building because of the affordability of this type of housing," he said, "will recede in 1985 to 650,000 units from last year's extraordinary 760,000 unit volume. The mix of one-family homes and multi-family units, a 60:40 ratio, will probably be the prevailing pattern for the next several years." He expects residential construction in 1985 to total \$98.5 billion, a 4% decline from last

year's \$102.2 billion.

"Nonresidential building, peaking at an annual rate of close to 1.3 billion square feet in 1984's second half, will be settling back to 1.2 billion square feet in 1985 as office building diminishes—also the opposite of 1984," Christie said.

He pointed out that industrial building has the greatest unrealized potential in this construction sector. "During the economy's vigorous 1983-84 recovery," said the McGraw-Hill economist, "contracting for industrial building rebounded to a rate of 155 million square feet in 1984, but this still left this market closer to its former 1983 trough than to its next cyclical peak, which is tentatively due in 1987 or 1988. The second step in realizing that potential," he said, "will come in 1985, with industrial construction gaining an estimated 16% and reaching 180 million square feet."

He emphasized that next year's change in nonresidential building will be more in its composition than its size. If there is a gradual winding down of office building over the next two or even three years, Christie believes 1985 nonresidential building would remain virtually even with the 1984 volume of an estimated 1.2 billion square feet. Assuming an average construction cost increase of 5%, he said contract value would increase to \$73.3 billion next year from this year's expected \$72.2 billion contract value.

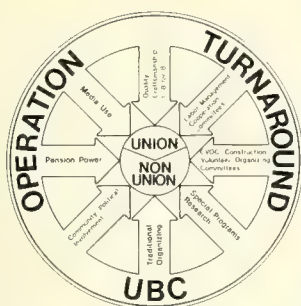
"Public works construction, which recently reached a new plateau," the economist reported, "will be showing little change next year, in terms of constant dollars, and consequently will have minimal influence on the direction of total construction activity." He expects this category as a whole to total \$39.2 billion in 1985, a 7% increase over last year.

1985 Regional Estimates Dodge Construction Potentials

North-east	CT ME MA NH NJ NY PA RI VT			Percent Change 1985/84	South	AL AR DE DC FL GA KY LA MD MS NC OK SC TN TX VA WV			Percent Change 1985/84
	1984 Pre- liminary	1985 Forecast				1984 Pre- liminary	1985 Forecast		
Contract Value (millions of dollars)									
Nonresidential Buildings									
Commercial and Manufacturing	\$ 8,000	\$ 7,800	- 2		Commercial and Manufacturing	\$18,050	\$17,800	- 1	
Institutional and Other	4,250	4,550	+ 7		Institutional and Other	9,500	10,075	+ 6	
Total	\$12,250	\$12,350	+ 1		Total	\$27,550	\$27,875	+ 1	
Residential Buildings									
One-Family Houses	\$ 8,100	\$ 8,225	+ 2		One-Family Houses	\$30,625	\$29,550	- 4	
Multifamily Housing	3,600	3,425	- 5		Multifamily Housing	13,050	11,625	-11	
Nonhousekeeping Residential	1,025	1,025	—		Nonhousekeeping Residential	3,200	3,000	- 6	
Total	\$12,725	\$12,675	—		Total	\$46,875	\$44,175	- 6	
Nonbuilding Construction									
Highways and Bridges	\$ 2,925	\$ 3,200	+ 9		Highways and Bridges	\$ 6,250	\$ 6,650	+ 6	
Other Public Works	3,075	3,300	+ 7		Other Public Works	5,550	5,800	+ 5	
Utilities	400	400	—		Utilities	1,700	2,000	+18	
Total	\$ 6,400	\$ 6,900	+ 8		Total	\$13,500	\$14,450	+ 7	
Total Construction	\$31,375	\$31,925	+ 2		Total Construction	\$87,925	\$86,500	- 2	

North Central	IL IN IA KS MI MN MO NE ND OH SD WI		
	1984 Pre- liminary	1985 Forecast	% Change
Contract Value (millions of dollars)			
Nonresidential Buildings			
Commercial and Manufacturing	\$ 9,025	\$ 9,150	+ 1
Institutional and Other	5,100	5,350	+ 5
Total	\$14,125	\$14,500	+ 3
Residential Buildings			
One-Family Houses	\$10,450	\$10,400	—
Multifamily Housing	3,675	3,400	— 7
Nonhousekeeping Residential	1,150	1,000	— 13
Total	\$15,275	\$14,800	— 3
Nonbuilding Construction			
Highways and Bridges	\$ 4,875	\$ 5,125	+ 5
Other Public Works	3,425	3,450	+ 1
Utilities	500	600	+ 20
Total	\$ 8,800	\$ 9,175	+ 4
Total Construction	\$38,200	\$38,475	+ 1

West	AK AZ CA CO HI ID MT NV NM OR UT WA WY		
	1984 Pre- liminary	1985 Forecast	% Change
Contract Value (millions of dollars)			
Nonresidential Buildings			
Commercial and Manufacturing	\$12,475	\$12,175	— 2
Institutional and Other	5,825	6,400	+ 10
Total	\$18,300	\$18,575	+ 2
Residential Buildings			
One-Family Houses	\$17,575	\$17,750	+ 1
Multifamily Housing	7,925	7,375	— 7
Nonhousekeeping Residential	1,775	1,725	— 3
Total	\$27,275	\$26,850	— 2
Nonbuilding Construction			
Highways and Bridges	\$ 3,250	\$ 3,525	+ 8
Other Public Works	3,925	4,125	+ 5
Utilities	900	1,000	+ 11
Total	\$ 8,075	\$ 8,650	+ 7
Total Construction	\$53,650	\$54,075	+ 1



Operation Turnaround Update

- *Organizing, Northern California style*
- *Massachusetts CVOCs focus on community needs*

Coordinated organizing efforts over the years in the Bay Counties District Council of California have been the key to the San Francisco bay area being among the strongest union regions in the Brotherhood.

The Organizing Department in the UBC General Office recently got some hands-on experience in Contra Costa County with local and international organizers and agents.

A county-wide "sweep" was carried out by a group of 30 agents, organizers, and representatives, working under District Council Executive Secretary Jim Green and Organizing Director Roy Fouche.

The group, focusing this time on Contra Costa County, systematically covered every job in the county, union and non-union, residential and commercial, over a six-week period.

Working out of Martinez Local 2046, Board Member Bud Bryant's group met at the beginning and end of each day to coordinate information before entering the collected data into the computer.

During one 10-day period in late October, these northern California members took in 13 new contractors and more than 50 new members.

The multi-faceted organizing approach is standard practice in the 46 Counties District Council. Concentrating on community and political involvement, regulatory enforcement, the full range of traditional organizing methods, pension investment in union construction, and, most recently, the development of a funded joint labor management cooperation committee in the Bay Area has been the major determinant in keeping union carpenters, millwrights, and piledrivers in the San Francisco Bay Area proud and strong.

Perhaps the single most encouraging and impressive quality in this area's success story is the high level of communication and cooperation among the entire local, state, and international staff.

Task Force Representative Steve Flynn reports that several Massachu-

setts locals boast active and productive construction volunteer organizing committees (CVOC).

The committees have recently taken on several volunteer projects, aiding local communities while developing strong community ties and public acceptance for the Brotherhood. CVOC

members of Woburn Local 41 and Lynn Local 595 pitched in to roof a new senior citizens center in Wilmington. Berkshire County Local 260 committee members recently donated hundreds of volunteer hours in constructing "Santa's Christmas Cave" for children of North Adams.



Members of Locals 41 and 595 gathered at the new senior citizens' center in Wilmington, Mass. On the ground, from left, are Harry Dow, Local 41 Business Rep. Roy Fowlie, Mass. State Representative Jim Miceli, and Steve McDougall. Standing on ladders are Andy Williams and Dan Navarro. On the roof, left to right, are Tom Keegan, Dave Gibson, Glenn Grabowski, William Hall, Darren Gaudino, John Scali, James MacCormack, Bob Gerry, Rich Lennon, Bob Keegan, Dave Borretto, Tom Potter, Mike Medley, Sandy Faust, Bob Haggerty, Wayne Ryder, George Nicolaov, Pat Navarro, Jim Mcglory, Dan O'Neil, Dave Callahan, Fred Brown, Lorne Bourque, and Russell Clough.



Members of Berkshire County, Mass., Carpenters Local 260 at work on "Santa's Christmas Cave" at the North Adams Center in North Adams. Space for the "Cave" and materials were donated, as was the work of UBC carpenters from the area.



ECONOMIC RECOVERY??

There are 5.5 million U.S. workers surviving on part-time jobs and 1.2 million 'discouraged' workers no longer applying for aid. Jobless rate is still higher than every year between 1947 and 1981.

On the first Friday of every month, at 8:30 a.m., the U.S. Labor Department's Bureau of Labor Statistics releases the national employment and unemployment data for the previous month. It happens right across the street from the UBC General Office in Washington. The radio and television networks place their mobile units beside the curb, and, with their antennae extending high in the air for quick links to their base stations, the newscasters spread the news.

The one figure that is headlined by the newspapers and highlighted on the evening television news is the jobless rate. It's the magic number, so to speak, which buries the rest of the department's unemployment statistics in news reports and the popular mind.

But how much does the magic number reveal about the extent of unemployment in the nation and its communities? That question was raised at a recent Capitol Hill press conference by a coalition of religious, labor, and civil rights leaders that released its own "First Friday" report.

Actual unemployment and underemployment, said the report, stands at over 13% of the labor force, far above the Labor Department's 7.4% rate for October. The higher figure, which represents more than 15 million men and women, takes into account not only the "officially" unemployed, but also the 5.5 million people working part-time because they couldn't find full-time jobs, and the 1.2 million "discouraged" workers who have despaired of finding any job. The 13% figure doesn't even include more than 2 million underemployed "working poor" receiving poverty level wages.

(The so-called "discouraged" workers are primarily those who have been unemployed for so many weeks that they have exhausted their unemployment benefits and are, consequently, dropped from statistical listings altogether. They're out in never-never land until they get a job. Canadian labor leaders estimate that there are half a

million such "discouraged" workers in their statistical never-never land.)

Despite the past two years of "recovery," the report noted, there are almost a half-million more officially jobless now than in 1980; 1.2 million more discouraged workers and another 1.2 million involuntary part-time workers.

Moreover, many communities have higher jobless rates than four years ago, said the report, titled, "Communities in Crisis: Real Unemployment in America," and prepared by the Full Employment Action Council. The report revealed that 17 of the 20 metropolitan areas hit hardest by unemployment are substantially worse off today. These include cities in Texas, Ohio, Pennsylvania, West Virginia, Illinois, New Jersey, California, Alabama, Florida, and Louisiana.

In addition, already high unemployment increased even more among fe-

male heads of households, blacks, Hispanics, and teenagers.

Also, the average period of unemployment grew from 13.2 weeks in October 1980 to 16.5 weeks in October 1984. Yet only 30% of the jobless are drawing unemployment compensation benefits, less than half the percentage in the 1974-75 recession.

Even the official 7.4% jobless rate is higher than in every year between 1947 and 1981 except for the recession year of 1976, the report noted in questioning how this came to be called "recovery."

Meanwhile, trade unionists in Canada are also asking, "Where's the recovery?" The new prime minister, Brian Mulroney, has made strong promises that his Conservative government will move quickly to bring about economic recovery. Mulroney has promised to meet soon with labor and management leaders to stimulate industrial production and job creation.

Effective January 1, 1985, Canadian employers began paying \$2.35 in premiums for each \$100 of insurable earnings, up from \$2.30 per \$100 last year. The government in Ottawa has decided to undertake a thorough review of the Unemployment Insurance (UI) program. One proposal from the new government, made by Finance Minister Michael Wilson in his economic statement, has labor concerned: Wilson indicated that the new government intends to count employment pension income and separation payments as earnings when determining an individ-

Continued on Page 34

Displaced Workers Earn Less in New Jobs, BLS Reports

A majority of the approximately 5.1 million displaced workers identified in a recent Labor Department report had found new jobs by the beginning of 1984, but nearly half of them were earning less than they had in the jobs they lost during recent recessions. The analysis, conducted by the Bureau of Labor Statistics and sponsored by the department's Employment and Training Administration, is the first comprehensive study of displaced workers ever conducted by a government agency.

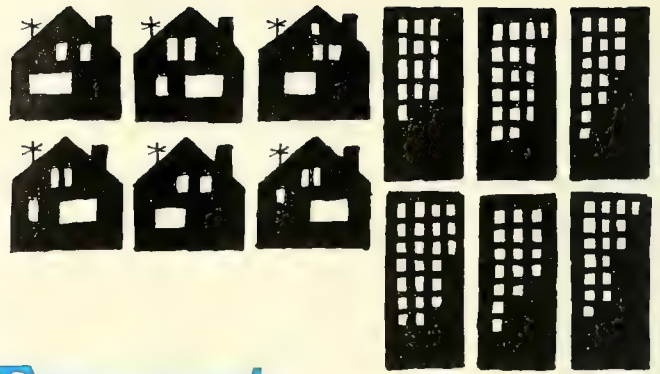
Between January 1979 and January 1984, a total of 11.5 million workers lost their jobs. A sizeable number had been on the job only a short time when the loss occurred, and BLS limited its study to workers with a minimum of three years' tenure. Some 60%, or 3.1 million, of those displaced workers had found new jobs by January 1984, while 25% (1.3 million) were still looking for work, and 15%

(700,000) had dropped out of the labor force.

Data on some two million workers who had obtained new full time jobs show that 1.1 million, or 55%, had higher earnings in their new jobs and 500,000 of them reported earnings at least 20% above their old positions. Of the 900,000 with lower pay, 600,000, or two thirds of them, had taken cuts of 20% or more.

Almost half of those who had been displaced had worked in the manufacturing sector. Fewer than half of displaced workers in primary metals had found new jobs. On the other hand, more than three fourths of those displaced from finance, insurance and real estate jobs had found new employment. BLS found that older workers were less likely to find new jobs than their younger counterparts and that women in general were less likely to be reemployed and more likely to have left the labor force.

**Housing Construction
Still in Recession,
Because of High Interest
Rates and Federal
Budget Deficits**



Home Builders Forecast 1.5 Million Housing Starts in 1985

Housing construction declined 14% to a level of about 1.5 million starts in 1984 and will possibly decline even further in 1986 because of the nation's runaway federal deficit, according to a few of the nation's leading housing economists.

Speaking at the semi-annual housing forecast conference sponsored jointly by the National Association of Home Builders and the National Council of the Housing Industry, the economists generally agreed that housing starts in 1984 would total about 1.74 million, the best production year since 1979. NAHB is projecting 1.74 million starts for 1984 and 1.5 million for 1985.

"I think we'll slip back into recession in the second half of 1986 and the first half of 1987," said Leonard Santow, partner of Griggs and Santow, a consulting firm of New York City. "That would give us a little more than four years of economic recovery. We'll do okay in 1985 but 1986 will be miserable."

Santow said the 1986 recession would be precipitated by the "mismatch of fiscal and monetary policies" and the nation's growing federal deficit. He said starts would range between 1.5 and 1.6 million in 1985 and between 1.1 and 1.4 million in 1986.

Lawrence Chimerine, chairman and chief economist of Chase Econometrics, agreed. "A sustained recovery in the U.S. is impossible because of the deficits," he said. "We're already seeing severe slowdown in the third quarter of 1984 because of the large deficits."

Chimerine forecast 1.5 million starts for 1985 and 1.4 million for 1986.

SEESAW INTEREST

Chimerine added that he thinks interest rates will seesaw, going up as the recovery picks up and dropping as it cools.

In broad ranging comments that covered both the economy and housing as it relates to the economy, Santow noted that if there is a recession in the second half of 1986, members of Congress who rode in on Ronald Reagan's coattails in 1980 could lose their seats resulting in a lame duck presidency.

Mr. Santow added that the Reagan administration, assuming it wins the election, will not pass any income tax increases but to generate needed funds will have to raise taxes for industry.

"No one's tax rates will go up, he said, "but they will broaden the base through industry." Generally, he said,

"there will be no major tax reform in 1985."

Santow also said that after a three-year recession the nation should have expected large increases in starts since most recoveries include three to five years of economic upswings. Therefore, the logical assumption is that if there was a three-year recession the nation could expect a five-year recovery, he said. However, if the imbalance between monetary policy and fiscal policy isn't rectified, "we won't get five years of recovery."

Commenting on the question of why interest rates are down, Chimerine pointed to the sharp slowdown in the economy and said that the money markets are probably overreacting.

He added that the last six months have seen a staggering amount of foreign capital coming into the U.S. and said there is no indication of how long it will continue. However, he added, "It is unreasonable to believe it will continue to flow in at this rate."

SLOWED ECONOMY

There has also been a delay in raising the debt ceiling and in the last few months the deficit actually went down,

Detroit Pension Fund Adds Jobs

The Carpenters Pension Trust Fund of Detroit, Mich., is one of three participants in the Multi-Employer Property Trust, a national real estate equity fund that recently announced a \$3,000,000 convertible mortgage investment in the first phase of the Kirts Office Park, Troy, Mich. The Multi-Employer Property Trust is a new real estate fund which invests only in new-construction, commercial real estate properties that are union built. Shown at right is a building already erected under Phase I of the Kirts Office Park plan.



he noted, adding that there will be a substantial increase in Treasury borrowing in the next few months. So even with a modest rebound in the economy, once these temporary factors no longer influence the economy, the nation will see an increase in rates and another slowing of the economy, he said.

Chimerine also predicted that rising structural deficits in this part of the economy will push interest rates high and said he expects interest rates to stabilize and then rise this year.

Michael Sumichrast, chief economist and senior staff vice president of the National Association of Home Builders, projected a decline in starts to the 1.47 to 1.5 million level. "Even though interest rates will still be high, I think it will be a reasonably good year," he said. "I think we'll muddle through 1985 on a declining note."

However, he added, 1986 or even the second half of 1985 "will be an entirely different story with a much deeper decline."

Looking further into the future, Sumichrast said the next five to ten years (assuming a Republican in the White House) will see less government rather than more.

The next five to ten years will see a continuation of the dependence on two incomes for purchasing a house, he said. In addition, the government will continue to use a large share of available capital and housing will have to compete with it for funds.

Interest rates will remain high and will not drop into the single-digit range, Sumichrast added. He also pointed out that the United States, like most other industrialized countries, is moving toward preservation of existing housing inventory and said housing developments will have much higher densities in the future.

In the next 5 to 10 years builders will diversify, Sumichrast said, adding that although it will be a subdued decade there will be opportunities for all. One challenge that the industry faces is developing units affordable for the lower end of the market, he said. The rental market will be tight, he added, and there is no question that the lower end of the market must be helped somehow by government participation in housing.



Nord Door Must Pay Strikers Displaced by Work Transfer

The E. A. Nord Co. of Everett, Wash., once known for its high-quality doors, is finding that you can't really depend on professional union-busters in key management jobs to get rid of a union.

The third-generation owner of a family-held firm replaced Nord's previous management team with alumni of a firm of union-busting consultants, and the next step was predictable.

Management insisted on givebacks in pay and benefits, but adamantly refused to document its need for concessions by letting the union see its books. When workers struck in July, 1983, the company scoured the unemployment lines of seven western states to keep operations going behind the picket line.

But after more than 16 months, it hasn't broken the union and only about 30 of more than 600 original strikers have returned to work.

Local 1054, a UBC affiliate through the Western Council of the Lumber, Production & Industrial Workers, is still maintaining around-the-clock picket lines.

Union Award

In November, the local union won an arbitration based on flagrant pre-strike contract violation by management. The award, still being determined, will result in substantial payments to several hundred members who were on layoff when the company secretly funneled bargaining-unit work to a low-wage, non-union operation.

Furthermore, Nord management stumbled badly in its effort to get the union decertified through the votes of strikebreakers. The decertification election, held last July, brought an inconclusive and clearly tainted 433 votes for decertification, 360 votes to retain the union and 403 votes challenged by one or the other side.

The NLRB has issued an unfair labor practice complaint, alleging "coercive" conduct by management—including promises of "no layoffs" if the union was decertified and warnings of job losses if the union was retained. The

complaint and the election challenges will be argued before an NLRB administrative law judge in mid-January.

Adding to the case against the company was its abrupt dismissal of a large group of strikebreakers—between 170 and 200 by newspaper estimates—the week after the election.

A news story in the *Everett Herald* quotes angry, fired workers as charging that the company deliberately concealed its plans for a cutback until after the election, counting on the strikebreakers who were working to vote against the union.

"I think they wanted more people inside than outside—just to pad the election," one strikebreaker told the reporter.

"We were used as pawns," another said. "They told us the day before the vote there would be no layoffs," a strikebreaker was quoted.

Everett Herald reporters described the scene as the fired workers left the plant, "escorted" out by security guards.

They had been regularly taunted by the strikers during the months they crossed the picket line, he noted. But now, he reported, "for the first time many yelled encouragements to the pickets." Some of the quotes:

"You guys were right . . . Now, we know . . . You guys know how they are."

Local 1054 Business Agent Frank Dennee said the background to the arbitration case reflects the attitude of the E. A. Nord management before the strike.

In February 1983, six months before the contract expired, the company opened a facility in Kent, Wash., where it performed door patching and related work.

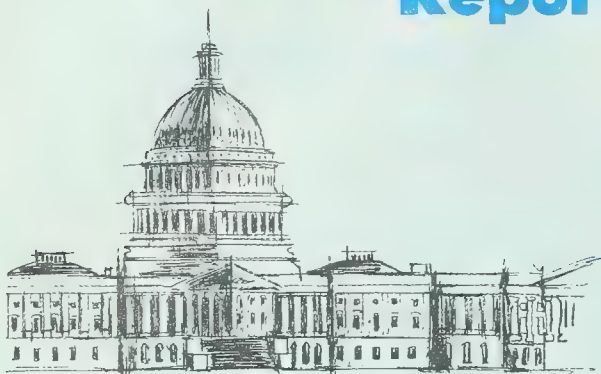
"This facility was kept secret from the union, and management officials actively misled union members about its existence," Dennee said.

In May of that year, he said, three union members followed a truck and discovered the facility in full operation while almost 200 union members in

Continued on Page 11



Washington Report



NEW TRADE CODE URGED

U.S. Trade Representative Bill Brock has raised the spectre of a widening global trade war, unless the nations of the world can agree to liberalize trade.

Calling 1985 "a year of decision," Mr. Brock said the Reagan administration will push strongly for a major new round of negotiations with its trading partners in an effort to bring agricultural trade, investment and the increasingly important trade in services under an international code of conduct.

Under the Reagan Administration, Brock has attempted to arrange voluntary agreements with Japan and other nations, removing or reducing trade barriers, so that American goods can find markets overseas. He has met only limited success. As a consequence, U.S. Steelworkers, Auto Workers, and Clothing Workers are facing continued layoffs, as cheaper imports pour into the continental United States.

SOUTH AFRICAN PROTESTS

Protests against South Africa's brutal repression of its fledgling black trade union movement spread across the U.S. in recent weeks, as leaders of American labor threw their full weight behind the demonstrations.

An appeal by AFL-CIO President Lane Kirkland brought the largest turnout so far in the daily protests at the South African Embassy which began November 21. More than 500 trade union leaders and staff picketed the embassy as AFL-CIO Secretary-Treasurer Thomas R. Donahue, Newspaper Guild President Charles A. Perlik Jr., and Steelworkers vice president Leon Lynch were arrested when they crossed a police barrier in their symbolic protest.

More than two dozen people, including members of Congress, labor and civil rights leaders, have been arrested there as the daily protests continue against apartheid and the repression of South African workers.

AFL-CIO officials say they are gratified by South Africa's release on December 7 of several black trade union leaders arrested without charge following a massive, peaceful protest strike in early November, but they warned that protests will continue.

STAMPS FOR HISPANIC VOTES

The Samuel Gompers Stamp Club has announced it has First Day Covers available on the new Hispanic Americans commemorative stamp.

The Gompers Club said it honors the Labor Council for Latin American Advancement with this FDC, and a filler card provides a brief history and purpose of LCLAA. Founded in 1973, it has 85 chapters in 25 states. A major priority of LCLAA is to promote voter registration and political participation.

In a bit of political by-play, the Gompers Club noted, President Reagan's political operatives released the Hispanic-American stamp on Oct. 31 with no advance notice, six days before the election, after a closed White House reception for Hispanic war heroes. Normally, the Club said, it takes six months or more between the design issuance and the release of a new stamp. The Reagan people did this one in three weeks.

Editor's Note: The new stamp can be ordered from the Gompers Stamp Club at P.O. Box 1233, Springfield, Va. 22151 for \$1 each, 3 for \$2.50; send a #10 self-addressed stamped envelope.

EQUITABLE OFF, COORS ON

The AFL-CIO boycott against the Equitable Life Assurance Society is over now that Service Employees District 925 has ratified a first three-year pact for insurance claims processors at Equitable's Syracuse, N.Y., office.

However, the AFL-CIO Union Label and Service Trades Dept. reminds members that the union boycott against the Adolph Coors Co. continues despite a recent agreement between Coors and six Latino advocacy groups.

Coors agreed to invest in Latino-owned banks and companies, hire more Latino workers, and name a Latino vice president in return for an expected increase in the number of Latino Coors drinkers.

NEW SMITHSONIAN HEAD

Dr. Robert McCormick Adams was recently named to head the world's largest complex of museums, art galleries, and performing arts groups—the world renowned Smithsonian Institution. Professionally, Adams was a noted archeologist, but what almost none of Adams' colleagues discovered was that the new head of the Smithsonian after college had toiled as a full-time steelworker.

NEW HEAD FOR B.L.M.R.

Ronald J. St. Cyr has been named to head the Labor Department's Bureau of Labor Management Relations and Cooperative Programs. St. Cyr joined the department in 1981 after 26 years with the Kaiser Steel Corporation, where he was industrial relations manager.



U.S. Capitol Restorers Are Putting Up A Good, Union Front

*Inaugural stands
are union made, too*



When President Ronald Reagan is sworn into office on January 21 for his second term, he, the Chief Justice of the Supreme Court, and other dignitaries will be on a platform erected by members of the United Brotherhood of Carpenters and Joiners of America.

The nation's leaders will be looking out upon the west lawn of the U.S. Capitol, where thousands of Americans will be assembled to witness the historic event. The mass of closely packed onlookers will stretch to Constitution Avenue, almost to the headquarters building of the United Brotherhood at 101 Constitution, N.W.

The backdrop to this dramatic event may be a maze of scaffolding across the facade of the building and huge crisscrossed timbers bracing the columns at the West Front entrance. It's part of Congress's unfinished business for the next few years.

The U.S. Capitol, seat of the nation's government, is undergoing a much-needed facelift on its west side. When the inaugural ceremonies are over a team of union Building Tradesmen employed by the Charles H. Tompkins Co., general contractors, will begin a project which may take as long as three years to complete. Windows will be removed and replaced by union carpenters. Reinforced steel ties must be installed. New concrete must be poured on the portico. Stone work has to be restored. It's a job long overdue.

There has been a controversy on Capitol Hill for almost 20 years, as legislators argued about what to do to the West Front of the building. On one side were the expansionists, who favored a sizable addition which would have added numerous offices, hearing rooms, restaurants, and other facilities. On the other side were the preservationists, who argued that the proposed addition would destroy the beauty and integrity of the magnificent domed structure.

The controversy came to a head in 1983 when nearly 100 square feet of sandstone veneer fell off the crumbling west wall, exposing the underlying brick and stone. Like London Bridge of the nursery rhyme, the West Front was falling down.

So the preservationists won the argument. Action had to be taken quickly. In 1983 Congress rejected a proposed \$70.5 million extension plan and approved, instead, a restoration project estimated to cost about \$48 million and to take approximately 1200 days to complete.

The restoration work will follow the recommendations made in a 1978 study by a New York engineering firm. The first phase, completed early last year, removed all the gray paint from a 335-foot-long section of the West Front. This work was done by Polonia Restorations, Inc.

Next comes the hard part. Over the next three years, stainless-steel reinforcing rods will be inserted in the decaying walls of the structure. Grout will be poured into the space between inner and outer walls.

Elliott Carroll, executive assistant to George White, the U.S. Capitol's chief architect, estimates that 20 to 25% of the original sandstone will have to be replaced as a result of a weathering process called "spalling."

Limestone, not sandstone, will be used for the replacement veneer. After the refurbished facade has been sealed and painted, the differences in the stone will be undetectable.

The restoration area will be "bird-proofed" with low-voltage electric wires, already installed in newer sections of the Capitol.

The pinewood window frames and casing on the building's central west front will be replaced. After this, the entire central west front will be washed with a coating of sealant, protecting it against rain and humidity.

Only then will the building be painted. The color will match the warm, yellowish tones of the Massachusetts marble on the Senate and House wings.

Mr. Carroll said only the most discerning eye will find that the central west front does not match the central east front, which is covered with bluish-toned Georgian marble.

As always, the paint on the Capitol's dome will not match the coloring of the building's central portions, but rather the marble shadings on the House and Senate wings, which have never undergone exterior change.

At the very least, all this painting has made today's paint chemists very happy because the 30 layers removed from the Capitol last fall has given them a history of paint development since 1825.

The work in progress now involves setting up

temporary roads on the west front grounds for truck access and positioning the cranes which will be lifting materials and machines over the west terraces and into the construction area.

Proper execution of the latter is very important.

"We are quite concerned about a crane swinging around while the Senate is in session," said Mr. Carroll in his made-for-radio voice.

Working north to south, leaving the central base of the building's west front untouched until after the inaugural ceremonies, the workmen will set up scaffolding from which to drill 110 holes for the same number of 27-foot-long stainless steel rods with pie-shaped plates at either end. These will hold the Capitol's vaulted structure together and strengthen the foundation.

This work will start in September and continue until the end of the construction period, November 1987.

At the same time, workmen will replace the most badly damaged slabs of sandstone, estimated at 25% of the total west-front area, with limestone.

"We will not repeat the mistake of 1793 by using a granular, weak, porous stone," said Mr. Carroll.

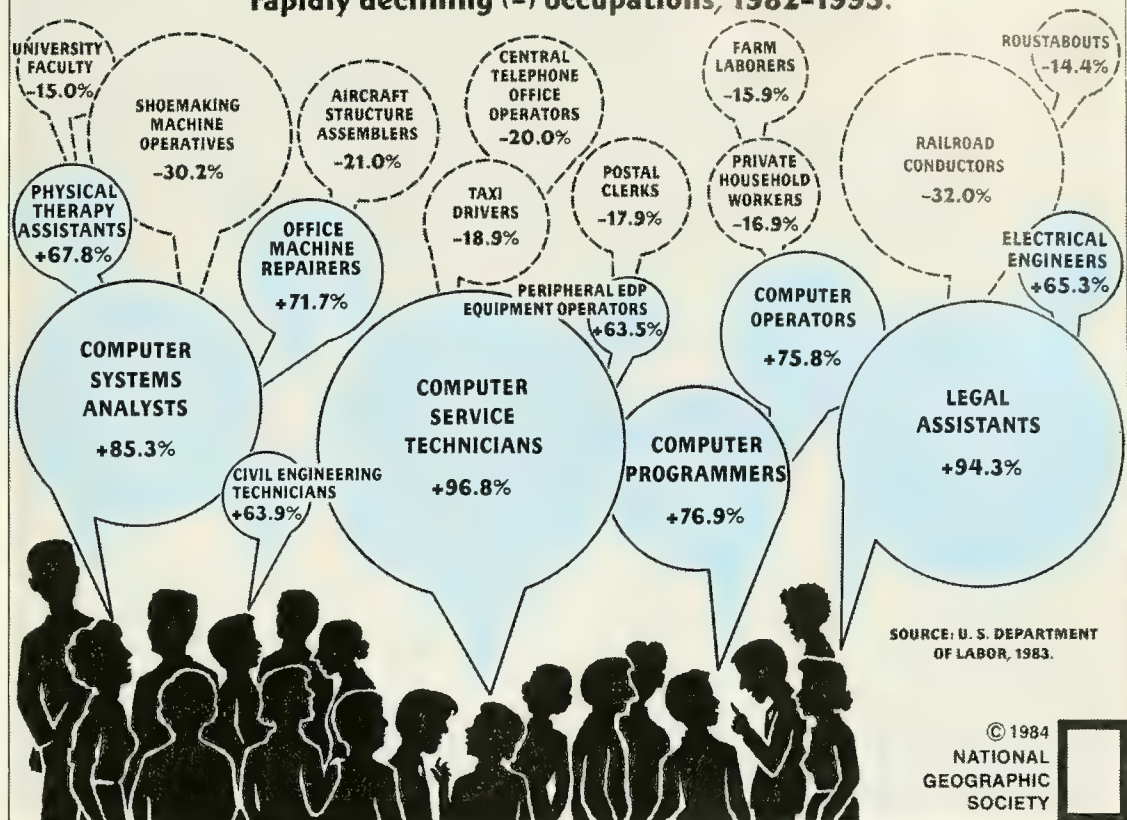
In addition to limestone's heartier character, the use of a different type of stone will also enable future archaeologists to record the ongoing development and renovation of the Capitol, Mr. Carroll said.

Scaffolding masks the West Front of the U.S. Capitol, where a \$48-million facelifting will strengthen and beautify the crumbling walls of the 184-year-old building. Down Pennsylvania Avenue, the North Portico of the White House is covered by canvas sheeting and scaffolding for a periodic paint job.



WHAT WILL YOU DO FOR A LIVING—AFTER 2000?

The ten fastest growing (+) and the ten most rapidly declining (–) occupations, 1982–1995.



FUTURE JOBS

How We'll Earn a Living After the Year 2000 AD

BY BARBARA S. MOFFET

National Geographic News Service

"And what do you do?" may still be the favorite question at 21st-century social events, but the answers will add up to something new.

Most Americans will be working in information-related fields, futurists say. Hardly anyone will work in factories, and even fewer on farms.

There will be more biologists than there are today, and, because of the older population, more paramedical and geriatric social workers. The number of restaurateurs and travel agents will

increase to help us fill our expanding leisure time.

The 21st-century social event may include a genetic-engineering specialist or a robot technician. And sometime next century, we may travel in social circles with a space-flight attendant or a space pharmacist.

But telephone operators, postal clerks, meter readers, and aircraft structure assemblers may be hard to find. New technologies could make many of their jobs unnecessary.

The view of the 21st century remains a bit murky in 1985, but technological breakthroughs occurring today—especially the development of industrial robots, telecommunications, and biotechnology—guarantee that the worker of 2000 and beyond will face a choice of occupations different from today's.

There will still be doctors, lawyers, and merchants, but automation will send the bank teller, the supermarket check-out clerk, the metal worker, and the machinist the way of the elevator op-

erator, the milkman, and the bowling pinsetter.

A bulletin board of job openings might contain these descriptions:

- Biomedical engineer—Makes bionic arms, legs, hands, and feet, as well as instruments to let the blind see and the deaf hear.

- Laser inspection technician—Installs and maintains laser devices used everywhere from grocery checkouts to factories.

- Hazardous waste technician—Monitors, collects, transports, and disposes of hazardous wastes.

- High-skilled paramedic—Under the eye of a portable TV camera, performs emergency procedures on accident victims, supervised by doctors watching monitors at a hospital.

WOMEN, SENIORS

The century will see more women and older people on the job, futurists say. More people will work at home, especially the handicapped, who will be able to "telecommute" to an all-electric office by computer.

Whatever we do, we'll probably do less of it. "In the last 100 years, we cut our number of working hours in half, and I think we'll do that again in half the time," says John Naisbitt, author of the book *Megatrends*. But few workers will hold one job for life; changing technologies will force a series of career changes and mid-career training sabbaticals.

W. Clyde Helms of Occupations Forecasting, Inc., in Fairfax, Va., is convinced that Americans are not ready for the jobs of the future. "The future doesn't begin at 12:01 a.m. Jan. 1, 2000; it's happening today," he asserts. "The youths entering school today are the work force of the 21st century."

Technology has led in the evolution of the typical American worker, from farmer to factory laborer to information specialist. Today more than half of all Americans work in creating, processing, and disseminating information—programmers, teachers, secretaries, accountants, insurance people, engineers, librarians, television and newspaper reporters—and the percentage is increasing.

When Ronald Reagan was born in 1911, almost a third of Americans worked on farms. Now barely one in 30 works the land, and most analysts expect even fewer farmers in the 21st century.

Manufacturing is shrinking, too. In 1980, 28% of the work force was in manufacturing. The percentage is expected to drop, possibly to only 3% by 2030, says S. Norman Feingold, president of National Career and Counseling Services in Washington.

Increasing numbers of blue-collar workers are in service jobs rather than manufacturing. Already, far more people work for McDonald's, for example, than for U.S. Steel.

VITAL COMPUTERS

The computer is the heart and brain of our information-based society. Of the five fastest-growing occupations listed by the U.S. Department of Labor, four are in the computer field. More computers undoubtedly will mean more computer security experts, people who try to protect computer systems from outside meddlers.

Computers will continue to evolve, changing people's jobs as they go. The all-electronic office will rewrite some job descriptions, Alvin Toffler points out in his book *The Third Wave*. Typing, the central function of today's secretary, will become obsolete, he says, with the advent of dictation equipment that will convert spoken words into writing.

The role of lawyers may shift, says Charles Craver, a law professor at the University of Illinois. "With a home computer, you'll write a will without help from a lawyer—you'll just fill out a questionnaire and send it to your lawyer electronically," he says.

Craver, whose specialty is labor law, says the drain of industry to foreign sites will continue as long as U.S. wages remain so much higher than those of developing countries. Mending fences with China, he says, could sap American jobs: "If China allows outside companies unlimited access to its one billion people, I shudder to think how many manufacturing jobs we could lose."



Electronic arms, activated by motion sensors and electrical signals from the skin, brighten the future of a Seattle victim of a powerline accident. New replacements for damaged body parts—blood vessels, skin, joints, hearts, and ears—will mean more work for the next century's biomedical engineers. Surgeons who specialize in artificial organ transplants also will be in demand by 2000, when many jobs will differ from today's.

The American assembly-line worker in 2000 may be a robot, and eventually the traditional assembly line may disappear completely. Robots and related forms of automation are already here; most analysts believe there will be several hundred thousand robots at work by 2000.

These "steel-collar" workers inevitably will displace many blue collars—especially autoworkers, metal workers, and machinists—but they also will eliminate some drudgery and dangerous work. This type of automation will create future jobs such as robot technicians, who will program, install, or maintain industrial robots.

Automation also may open doors for women. Few factory jobs will require brawn; instead, the worker will sit at a keyboard punching out programs that control robots.

The technology might even boost overall industry employment. During the Industrial Revolution, for example, the introduction of the Hargreaves jenny allowed one worker to produce as much as 200 spinners had. Yet employment in the British textile industry tripled, because productivity meant large price reductions and increased demand.

IBM Corporation, which has been making robots for three years, is planning for the day when computers, robots, and other automation merge to guide a product from design through manufacture. But the idea depends on highly skilled technicians, who are in short supply. To prepare for the future, IBM is financing a \$50-million automation training program at engineering colleges.

The telecommunications industry also is multiplying faster than skilled technicians.

"We expect as much as a 300% increase in employees by 2000," says Dr. Bennett Berman, manager of network operations, technical training, and education for MCI Telecommunications.

The bulk of MCI's employees work in long-distance telephone service today, he says, but the company's 21st-century workers more likely will be involved in technology that is just now blooming—cellular radio (a form of mobile telephone), electronic mail, or personal computers that will tap the nation's libraries.

BIOLOGICAL SPECIALISTS

Among the job fields that promise more demand for specialists is biotechnology, including genetic engineering, says Nelson Schneider, a financial analyst specializing in biotechnology for the brokerage firm of E.F. Hutton &

Continued on Page 20

Ottawa Report



MORE GOVERNMENT INCOME

The average family has been gradually receiving more of its income directly from the government in the last decade while the rate of income tax has remained "relatively stable," Statistics Canada reported recently.

The average family in 1982 received 10% of its income from government transfer payments, which include family allowances, old-age pensions, unemployment insurance, and welfare. Figures released recently by Statistics Canada show that increasingly large numbers of people are living in poverty, in part because of unemployment and inflation, suggesting that more may be dependent on government handouts.

In 1982 and 1983, an additional 800,000 people fell below the poverty line, according to a study of last month's figures by the National Anti-Poverty Organization.

The latest Statistics Canada figures also show that for unattached individuals, those who are single, widowed or divorced, the percentage of income made up of government transfer payments increased to 15.5 in 1982 from 10.2 in 1971.

The same Statistics Canada report estimated the average after-tax income of families at \$27,860, 2% lower than the comparable 1981 figure after adjusting for inflation.

CMA URGES EASE UP ON LAWS

The government should consider loosening up "expensive" laws dealing with child labor, statutory holidays, minimum wages, and health and safety standards, the Canadian Manufacturing Association says.

In a submission made to both the federal Cabinet and the Royal Commission on the Economy recently, the CMA said this kind of work-place legislation does not benefit workers if it is so expensive that employers cannot be competitive.

Roy Phillips, president of the CMA, told reporters that statutory holidays—which include Christmas and Canada Day—can get in the way of business if they are adhered to rigidly.

Laws that require employers to notify their employees before laying them off are in some cases excessive, he said, adding that minimum wages

lead to unemployment in many instances.

Graeme Hughes, executive vice-president of the CMA, said that other forms of work-place legislation that should perhaps be cut back include child labor laws and health and safety rules.

He said firms should be allowed to opt out of such legislation if both workers and managers agree.

Canadian labour organizations are studying the CMA proposals and are prepared to comment upon them.

PAY VERSUS HIKES

Employees are more concerned about take-home pay and less preoccupied with retirement benefits than they were two years ago, a survey of 148 Canadian businesses has revealed.

The change in attitude resulted in the cost of pension plans to decline to 4.1% of payroll for the typical Canadian employer in 1984 from 4.9% in 1982 and 5.2% in 1980, according to the survey by Thorne Stevenson and Kellogg of Toronto.

A desire to keep up with inflation over the last two years combined with government restraints on employee compensation were probably behind the shift, said Scott MacCrimmon, a senior management consultant with Thorne Stevenson.

"People tend to want cash in hand when inflation is running at between 5 and 10%," Mr. MacCrimmon said. And under Ottawa's 6-and-5 restraint package, employees usually preferred everything they were entitled to in cash "and nothing in the form of better pension plans."

Another factor in the decline in pension costs was the large number of layoffs in 1982 and 1983 that significantly reduced pension liabilities, lowering contributions to pension funds in 1984.

The Thorne Stevenson report, which cost \$50,000 to produce and sells for \$250 a copy, also showed a drop in total benefit plan costs to 32.5% of payroll in 1984 from 32.7% in 1982 and 33.1% in 1980.

However, employers are paying nearly \$9,000 in annual benefits per employee, up more than 20% from two years ago.

Although pension plan contributions were lower, the cost of insured employee benefits, such as group life, hospital costs, disability insurance and dental plans rose nearly 32% since 1982 to more than an annual \$1,400 per employee.

The soaring popularity of dental plans is mainly behind this rise. Eighty-six percent of employers surveyed had dental plans this year, compared with 75% in 1982, 64% in 1980 and 41% in 1978.

Pulp and paper companies, the petroleum and pipeline industries and utilities have the most generous benefits, paying between 37% and 38% of payroll for an all-inclusive benefit package.

The lowest level of benefits were paid in printing and publishing, construction and most trade categories.

The survey also revealed that as a result of the recession:

- The cost of severance and saving plan benefits is up more than 130% since 1982.
- Bonus and profit-sharing payments, excluding executive bonuses, dropped dramatically.

The Thorne Stevenson survey has been conducted every two years since 1953.

*Organize What We Can Service,
But Organize vigorously,
UBC Leaders Tell Delegates*

Canadian Industrial Conference Plans Coordinated Efforts in '85

Delegates from UBC industrial local unions throughout Canada assembled in Toronto, Ont., December 4, 5, and 6 to assess their progress to date and lay plans for organizing and administration in the year ahead. Every province was represented in the deliberations.

General President Patrick Campbell, who addressed the delegates in the opening session, praised the work being accomplished in the face of high unemployment and the union-busting activities of some elements of Canadian industry. He called for stronger organizing efforts but emphasized that service to those workers already organized is of primary importance, too. Organize what we can service, he told the delegates.

The conference covered many practical, day-to-day matters faced by local

industrial union officers and stewards—billing procedures, relations with the General Office in Washington, coordinated efforts with the Research Office in Toronto, how to deal with employer demands for concessions and freezes, what financial information to request from employers and how to evaluate such information, legal developments in collective bargaining, and an explanation of procedures best followed for work relocations.

Copies of Canadian editions of two new UBC handbooks were distributed to the delegates—a Manual for Industrial Local Union Presidents and a Manual for Industrial Local Union Recording Secretaries.

The Canadian Research Office compiled, prior to the conference, a comprehensive report on "Selected Eco-

nomic Indicators," which is expected to become a valuable source of data for collective bargaining in the months ahead. Research Director Derek Manson reviewed the findings of the report for the delegates.

A compilation of "Major Wage Settlements" for the second quarter of 1984 was also distributed. It was based upon data supplied by the Ministry of Labour and was in both English and French versions.

UBC leaders in the Canadian lumber and sawmill industry gathered at the conference hotel during the conference. They came from Quebec, Ontario, New Brunswick, and Newfoundland, and there were two delegates from Manitoba. Lumber and sawmill representatives were particularly concerned with upcoming negotiations in the logging industry and with a pension plan in their industry.

First General Vice President Sigurd Lucassen reminded delegates that the UBC union label can be one of the most effective tools in promoting unionism among industrial workers.

"In many areas and on many jobs it is Brotherhood craftsmen who handle and install the millwork, cabinets, fixtures, and many other products manufactured by our industrial member-



Delegates to the UBC Canadian Industrial Conference assembled at Loew's Westbury Hotel in Toronto for three days of intensive discussion of issues facing the union in 1985. Every province was represented in the three-day gathering.

Though Canada faces high unemployment in many provinces (see Page 8), much emphasis was placed on an extensive organizing program to maintain wage levels and benefits.





Among the speakers at the Canadian Industrial Conference: Top row, from left, General President Patrick J. Campbell, First General Vice President Sigurd Lucassen, General Secretary John Rogers, General Treasurer Wayne Pierce; bottom row, 9th District Board Member John Carruthers, Canadian Organizing Director Thomas Harkness, 10th District Board Member Ronald Dancer, and Director of Organization James Parker.

ship," he noted. "Potentially, they have a great deal of leverage in promoting Brotherhood-made products, and we are working to see that that potential is realized."

Lucassen pointed out that when UBC members in construction do not urge their contractors to use union label products, they are not supporting union jobs for their fellow Brotherhood members.

"We promote the use of the Brotherhood's Union Label Directory so that representatives can supply the names of union label firms when requested by a contractor."

Lucassen brought a message from Second General Vice President Anthony Ochocki, who was unable to attend because of a prior commitment. Ochocki stressed the importance of "creating a presence" in the union industrial shop and adequately representing members through an effective steward system. He emphasized that local union members must be fully represented on a day-to-day basis and that employers must realize that every member has the union standing behind him.

General Secretary John Rogers, too,

stressed the importance of a full range of activities for local union officers. He discussed membership trends in the industrial sector, and he reviewed local union billing procedures.

General Treasurer Wayne Pierce was a participant in the conference. He reviewed some of the recent developments in the governments of both the U.S. and Canada and reminded the delegates that political action will continue to be a major concern of the United Brotherhood in the years ahead.

Director of Organization James Parker described the work of Operation Turnaround, the Brotherhood's program of labor-management cooperation with union contractors and he emphasized the necessity of forming and supporting local organizing committees.

Parker praised recent organizing efforts in Canada, noting that 12 companies have been organized since March, bringing more than a thousand new members into the UBC.

On the second day of the conference Douglas Wray, Toronto barrister and solicitor, assisted by Thomas Harkness, director of the UBC Canadian Organizing Office, led a discussion of matters

before the Labour Board, "hot" issues before arbitration, and employer demands for concessions and freezes. On the following day, James Nyman, of the Caley & Wray firm of barristers, discussed plant closings and relocations.

Other speakers included:

- UBC General Representative Roger Newman, who also serves as an auditor, discussed what financial information to request from employers and how to evaluate such information.

- Bob Sass, associate professor of industrial relations and organizational behavior at the University of Saskatchewan, led a discussion on how to service the membership in the area of safety and health.

- Kenneth Camisa, senior vice president of the Martin E. Segal Co., discussed fringe benefit programs.

- Canadian General Executive Board Members John Carruthers and Ronald Dancer, in addition to coordinating much of the conference activity, participated with General Treasurer Pierce in a panel discussion on "The Political Challenge."

Known As Versatile 'Equipment Doctors,' Millwrights Ply Trade On Machines, Molars

By Edgar F. Coudal
Special Correspondent,
Transportation Engineer



Complexity is the name of the game in millwright work, such as this job on a Nolan conveyor. The conveyor was being installed in the Chicago Tribune's new state-of-the-art printing plant in the city's Freedom Center. As with most jobs in which millwrights become involved, Taft personnel on this project worked closely with other crafts, including machinists, electricians, and riggers.

Whether the job calls for pulling an elephant's tooth, supervising the dismantling and reassembly of an entire production line which cannot afford to be shut down for even a minute, or completing the final alignments in the installation of the country's most sophisticated newspaper printing presses, the highly honed skills of the millwright, a relatively small but respected trade, are called upon.

When talents employing precision installation using sophisticated measuring devices—or the kind of expertise that can only be gained on the job—is needed, millwrights get the call.

Known as "machinery doctors," millwrights make "house calls" in fac-

tories to install equipment and make certain it is functioning properly. Working closely with heavy haulers, riggers, pipefitters, and electricians, millwrights use their hands-on experience to install, repair, and maintain heavy equipment.

Because they often set the pace for installations of new machinery, millwrights are generally the first people on the job, checking sites to assure they will accept a machinery installation, and the last to leave, after final checkout of the completed assembly.

Historical Background

Historically, early millwrights worked with wood as they constructed grinding and power generating mills, thus the

TRANSPORTATION
engineer

OCTOBER 1984



**Millwrights: Industry's
Machinery Doctors**

The cover story in the October, 1984, Transportation Engineer, a trade journal, tells of the work of millwrights, particularly as it applies to the transportation industry. The work described and the pictures are of operations handled by UBC members.

On this page and the following two pages we reprint the Transportation Engineer article, with the permission of the publisher.

name of their trade. They designed water wheel systems, carved the gear mechanisms out of wood and erected the mill machines. For centuries, millwrights performed the work that today falls into the province of civil engineering.

As iron and steel became increasingly important in the Industrial Revolution, the traditional job of the millwright gradually changed. The responsibility of installing and aligning heavy industrial machinery, such as conveyor systems, escalators, electric generators, and packaging systems fell within the bailiwick of millwrights.

Increasingly, as their skills became broader and yet more detailed, millwrights were called upon to make design modifications in new equipment installations.

100,000 Millwrights in US

Today, almost 100,000 millwrights use their skills to install and maintain equipment for a wide range of industries. Their skills are used in such high-technology applications as maintenance at NASA facilities and at the Argonne National Laboratories where the secrets of the atom are being uncovered, and in such comparatively mundane tasks as the shoring up of roofs in the wake of severe Midwestern winter storms, in addition to the final installation of equipment in manufacturing

plants of all sizes and descriptions.

As their roles have changed over the decades, so have their tools. Today, sophisticated equipment such as hydraulic gantries, mobile cranes, and high-precision optical measuring and leveling instruments are used to install complex pieces of machinery.

"The millwright is a member of a craft which has grown because of its versatility," said Joseph Gaynor, vice president and principal of Taft Contracting Co., Chicago, one of the largest millwright companies in the nation. Taft Contracting, a member of the SC&RA, employs 70 millwrights on a full-time basis and supplements that force as business warrants.

Gaynor said, "Our millwrights are always learning new techniques and new equipment installations. When they see a system that works at one plant, they store that information in their heads and then transfer it to another operation."

This flexibility gives millwrights the ability to make field modifications on existing or new equipment without detail drawings. Trouble-shooting has become as much a part of the millwright's job as aligning equipment.

A Sample Challenge

Gaynor said, "Millwrights are called upon to install equipment from one manufacturer, conveyors from another, and packaging equipment from a third source, and marry the entire system together and make sure it runs. On paper, it always looks fine. On the plant floor, it may be a different story."

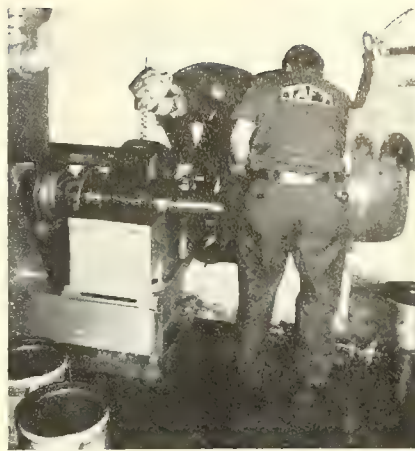
An example of bringing learned skills and job experience to the plant floor was a job completed recently by Taft Contracting for the chewing tobacco division of a major US tobacco company. Involved was the total relocation of a plant's equipment from Chicago to a western suburb, including the integration of new equipment into the existing packing, filling, and sealing line.

Complicating the job was the requirement that production could not be interrupted for even one day during the changeover and relocation.

"We kept them on-line, still manufacturing at one end, while we moved and installed equipment at the other end," said Richard J. Walsh, another vice president and principal of Taft. "In order to do this, we followed a controlled phase-out path to dismantle and move everything.

"Once we installed the old equipment at the new plant, our millwrights began to integrate new equipment into the system."

A dramatic problem arose when it



Not all millwright work is in manufacturing. Here, a Taft crew installs a grain drying drum in central Iowa.



A stock piece of equipment in the tool box of today's millwright is an optical leveling device such as this. Accurate to 1/10,000 of an inch, they cost upwards of \$1,500.



Working in almost antiseptic conditions with plastic floor drapes and white lab jumpsuits, Taft millwrights refurbish an oxygen compressor after complete tear-down. It was then reassembled and later moved from Taft headquarters for reinstallation at a Gary steel mill.

was discovered that the new conveyor/packaging system, which was to be used to fill 1.5 million tins of tobacco a day, could not be integrated into the system the way its manufacturer had planned.

"The alternative was to handle all those tins by hand," Walsh said, "an obviously unsatisfactory solution, even if it could be done, which was doubtful.

"When the manufacturer of the equipment ran out of ideas," Walsh continued, "our project superintendent, Tony Spelde, and our millwrights stepped in with suggestions as to modifications to help the manufacturer redesign the system on the spot and make it operational . . . without missing a day's production."

Solving a problem as large and potentially costly as this one is just part of a millwright's job.

The millwrights working for Taft Contracting have installed complicated baking ovens for Continental Bakeries, automated equipment for paint manufacturers such as Ace, Tru-Test, and Olympic, and completed installation of the ultra-modern, high-speed printing presses at *The Chicago Tribune's* Freedom Center, widely acclaimed as this country's state-of-the-art newspaper printing plant.

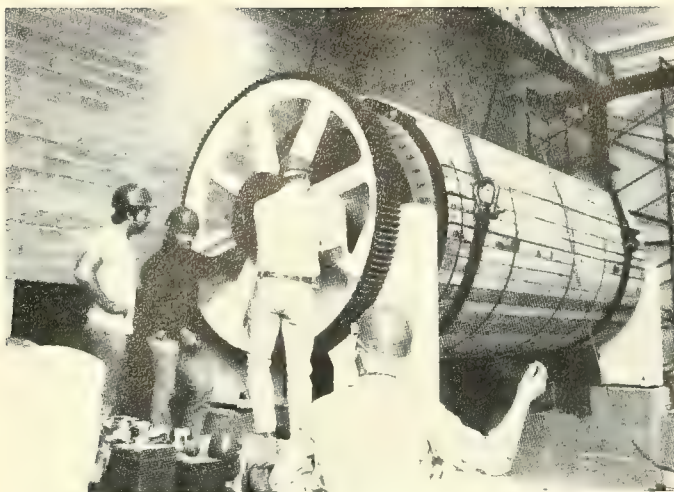
Maintenance, Too

But installing equipment is only part of a millwright's job. Maintaining that equipment is another major function. "In fact," Gaynor said, "the bulk of our work is maintenance. For instance, we have a crew of millwrights at Sara Lee bakeries every day. They have maintained and repaired equipment there since we helped install it in 1967."

Geographic areas account for the differences in the type of work millwrights perform. In the northern industrial states, about 80% of the work performed by millwrights consists of maintenance and repair of older equipment. Fewer new plants are being built in these areas, so maintaining the existing equipment is critical.

The opposite is true in other locations. Areas such as the Sun Belt have experienced a boom in industrialization in the last two decades and the number of new manufacturing facilities being built has increased dramatically. In these areas, millwrights play a major role by installing the equipment to make these new plants operational.

Gaynor said, "And every once in a while, a really unusual job comes along. We do a lot of work with the Brookfield Zoo. They once asked us to build a crate for a giraffe they were shipping to another zoo. The only way was to literally build around the animal while it stood there glowering at us."



In a typical maintenance job, a Taft crew repairs a gear drive at Williamson Adhesives.

Millwrights, 'Equipment Doctors,' cont'd

"Another time, the zoo needed help with the removal of an elephant's molar. Our crew chief used a 'come-along' to pull it out. He swore it weighed 200 pounds. And we needed a sling and crane to get the beast back on its feet after the job."

Broad Skills, Bright Future

The versatility and broad range of skills possessed by millwrights give them a bright future. Adding to this promising

outlook is expanded overall job responsibility.

"One of the major changes is our emerging role as general contractor on a job," said Gaynor. "Equipment installers, like Taft, are being asked to oversee the entire job. The trend in the industry is for one company to be responsible for the operation."

"It makes sense for millwrights to be totally responsible," he added. "They are the first ones on the job and usually the last ones to leave."

"For example, when a customer asks to move a plant from one location to another, millwrights disconnect and dismantle the equipment, riggers put it on a truck and heavy haulers transport it to the new location. Once the equipment arrives, riggers unload it and millwrights complete the installation."

More Sophistication

The growing reliance on millwrights to oversee the entire job has closely allied them with other trades and increased their importance in the industry.

As the machinery they deal with becomes more complex and demanding of precise installation and alignment, the future of the millwright becomes further brightened by their ability to use advanced technology.

As factories move into the automated robotics area, which will further heighten the need for precision, millwrights can be increasingly expected to deal with computers and other similar high-technology devices, along with all the delicate supporting equipment those devices demand.

Gaynor said, "The millwright trade has come a long way since the days of peg and wood chisel. We're now even looking into the possibility of integrating laser technology in our measuring instruments . . ."

Future Jobs

Continued from Page 14

Co. Microbiologists and molecular biologists will be needed for the new wave of drugs, and biochemical engineers will be sought for the specialty chemicals industry, he says.

Even farmers will need help from biologists if ideas such as nonsynthetic pesticides bear fruit. "I think there will be some great jobs for scientists in agriculture," Schneider says.

Some futurists say the most exciting 21st-century jobs will be out of this world. "There will be an abundance of jobs in space," says Carol Rosin, author of *Space Careers*, published this year. "Construction workers creating habitats for people, miners, geologists, farmers, engineers, educators. . ."

NEW VANTAGE POINT

Her co-author, Charles Sheffield, agrees. "Once the space station goes up, which will happen in this century, there will be scientists studying Earth phenomena from the vantage point of space," he says. Space's vacuum is the ideal environment for producing certain

drugs, he says, and space's isolation will make it inviting to scientists doing risky research on genetic engineering.

"Eventually the economics will reverse, and it will be cheaper to make the things needed in space up there rather than on Earth. By 2050, they'll manufacture everything we now manufacture on Earth."

The authors warn, however, that development space weapons would severely curtail job possibilities there.

Large-scale employment in space is years away, says Jesco von Puttkamer, program manager for long-range planning at the National Aeronautics and Space Administration.

"Space is not a vacation resort with pretty beaches to walk on," he says. "It needs a lot of technology to make it hospitable. Space is creating some jobs, but most will be done here on Earth."

Nord Door

Continued from Page 6

Everett were on layoff. The non-union work crew was being paid at rates between \$4.50 and \$5 an hour for work that under contract should have been performed by union members. And to

top it off, the union label was being put on products coming out of the non-union facility.

ARBITRATION AWARD

The November arbitration award directed the company to pay back wages to all union members who were displaced by the transfer of work to the non-union facility.

The E. A. Nord strike is not directly related to the Louisiana-Pacific Corp. strike, also involving the Western Council as well as Woodworkers.

The preamble to the Nord strike was the hiring of the union-busting management team. The company attorney and chief negotiator, Fred Long, was the founder and head of the West Coast Industrial Relations Association, which has been the subject of congressional hearings on the role of management consultants.

His contract "proposal," Local 1054 reported, included wage reductions of up to 40%, elimination of bonus pay, dropping of four holidays, curtailment of pension and health-welfare benefits, and a dismantling of the seniority system.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

UBC Plus Ronald McDonald Equals Community Service

UBC members are doing more for Ronald McDonald than buying his hamburgers. Thirty-eight members from Central Connecticut Carpenters Local 24 recently assembled for "Sheetrock Saturday," donating 230 work hours, unloading and hanging 488 sheets of sheetrock for the Ronald McDonald House in New Haven.

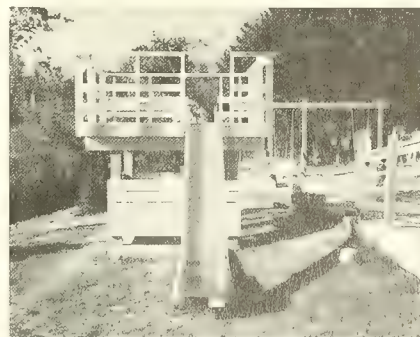
Twenty-one members of Local 621, Bangor-Brewer, Me., volunteered to construct playground equipment for the Ronald McDonald House in Bangor. The project was coordinated through the C-VOC Committee, which has coordinated several small

projects for the Ronald McDonald House in the past.

The Ronald McDonald Houses are places where very young children can stay overnight with their parents either before an ongoing illness, for treatments as a hospital out-patient, and also for parents while the child is being hospitalized. The idea behind the Houses is that youngsters feel more secure and better able to cope with treatment or a hospital stay when their parents are close by, the Houses providing a residence for parents who might not otherwise be able to shoulder the financial burden.



Members of the Central Connecticut local pose in front of the site of the future New Haven Ronald McDonald House.



LEFT, ABOVE: Working on playground equipment at the Ronald McDonald House in Bangor, Me., are Business Rep Newell Porter, Royce Sposato, Wally Lockhart, Barry Lane, Dick Libby, C-VOC Member Clark Wormell, Gleason Morrison, C-VOC Chairman Allyn Beecher, James Scanlon, and Stan Strout. RIGHT, ABOVE: Playground equipment at the Bangor Ronald McDonald House stands ready for the young guests.

WORLD SKEET CHAMP



Demonstrating his championship form, Bob Uknalis, the Philadelphia carpenter who won the World Skeet Shooting Championship, takes a few practice shots.

In July, 1984, the 47th Annual World Skeet Shooting Championships were held in San Antonio, Tex. When the 790 shooters, some of whom had traveled from Great Britain, Canada, Mexico, and Australia, had completed the competition there were many medalists and prize winners, but one name stood out from the rest: Bob Uknalis. Uknalis, a 21-year old carpenter with Local 8 in Philadelphia, Penn., won the High Over-all Championship. He didn't just win the HOA competition; he shot a perfect score of 550 targets, and then clinched the title in a shootout.

This young carpenter has been involved with skeet shooting for seven years and has earned several championship titles. When shooting, he wears a mesh vest embroidered "Local 8 Carpenters Union"—his local and his most vocal supporters.

Uknalis uses Winchester AA (.410 & 28) and Federal (20 & 12) ammunition. His gun is a Browning-Citori—tubed by Briley in the smaller gauges. He credits the gun's High-Post rib as a crucial element in his successes. "... I found I could see the birds so much easier, so much quicker. ... I became a 'stand up' shooter immediately," he told reporters Brian and Greg Hendershot in an interview for *SKEET* magazine.

The champion is quick to share his success with those who helped him along the way. Bob's dad, Henry, also a UBC member, receives his son's gratitude for his patience and coaching throughout the years, and what a payoff—a world champion son.

SOLIDARITY SCHOLAR

Leah Beight, daughter of E. Los Angeles, Calif., Member Kendall Gene Beight, has been named the recipient of a 1984 Solidarity Scholarship Program cash award, sponsored by Union Life Insurance Services, Inc., Palo Alto, Calif.

The Solidarity Scholarship Program honors the historical contribution of the men and women of American labor to the causes of social justice and public education.

Recipients of the scholarships are chosen by a panel of labor scholars, journalists, and labor leaders. Selection is based upon their scholastic achievement, student interests, and a written essay on the American trade union movement. Each recipient receives a \$1,000.00 scholarship for one year of academic pursuit at an accredited college or university of his or her choice.

LOCAL UNION NEWS

Hispanic UBC Delegates in Convention



The UBC sent eight delegates to the 1984 Labor Council for Latin American Advancement Convention in Denver, Colo., this past August. The main topic at the convention was the importance of the Hispanic voice in politics, and how to encourage their support of labor candidates. Pictured are the Carpenter delegates: Frank Gurula, Ernest Grandara, Jose Collado, Gilbert Vigil, Lawrence Garduna, Marcos Griego, Johnny Suarez, and Manuel Robles with Representative Al Rodriguez, seated, center, and other board members.

Monmouth County, N.J., Stewards Undergo Training at Red Bank

The Monmouth County Carpenters Local 2250 of Red Bank, N.J., recently completed its second construction steward training program "Building Union," under the direction of Task Force Representative Robert Mergner and aided by James A. Kirk Jr., business representative, and Charles E. Gorhan, financial secretary and assistant business representative.

The following members, shown above received their Certificate of Completion, first row, from left: Business Rep. Kirk, Ronald Cruse, Louis Donato, Charles Grieco, James D. Pierce,

Maurice Chicarello, Joseph Layland, Ronald Viel, Fred Fricke, President Andrew Ness, Eugene Sardoni, Charles Capro, Financial Secretary Gorhan, and Task Force Rep. Mergner. Second row, from left: Arne Langenes, Andrew Noraas, Stephen Nolan, Paul Krosnicki, Frank Nicosia, Gordon Fisher, John Olexa, Jeffrey Clunie, Walter Frattin, and Gary Riker. Back row, from left: John Leach, William Ryan III, Donald W. Raab, Richard Gibson, Mark Schweitzer, Robert Patterson, Robert Mermini, and Kirby Walls.



Wausau Carpenters Win Wacky Olympics

Although the warm weather's gone, the whole town of Wausau, Wisc., is still remembering its citywide picnic, last summer. Said Roger Drayna, who helped publicize the picnic, "I don't know of any city of this size that would have the audacity to have a citywide picnic."

But Wausau did, and the event included Guest Speaker Art Linkletter, Mayor John Kannenberg accepting the All-American City award, and the Wacky Olympics, won by no other than Wausau Carpenters Local 460. The All-American City Award will hang near the Wausau Area Volunteer Exchange office in City Hall as a "silent symbol of people willing to work together."

OT in Nova Scotia



Operation Turnaround Task Force Representative Jim Tobin met recently with leaders of Local 1392, New Glasgow, Nova Scotia, to lay plans for an active OT program. Meeting with Tobin, front row, from left, Keith Graham and Clarence Watters; back row, Joh Bennett, Laurie Marshall, Jim Pelerine, business representative, and Ray Hamilton.

Metal Trades Shipbuilders Meet



The AFL-CIO Metal Trades Department held its Third Biennial National Shipbuilding Conference in Washington, D.C., November 14-16.

United Brotherhood delegates attending the Conference are shown with the department president, Paul Burnsky. They included left to right: Saul S. Stein, Research and Education Director, Metal Trades Dept.; Stuart Taylor, Local 1068, Mare Island Naval Shipyard, Vallejo, Calif.; Clarence E. Briggs, Secretary-Treasurer, Pacific Coast Metal Trades District Council; Roger Dawley, Local 1302, MTC of New London County, Groton, Conn.; Paul J. Burnsky, President, Metal Trades Dept.; Robert Burleigh, Local 3073, Portsmouth Naval Shipyard, Portsmouth, N.H.; Michael T. Fahey, Sr., Local 611, Executive Secretary-Treasurer, Portland & Vicinity Metal Trades Council, Portland, Ore.; and Richard Heon, Int. Representative, Wash., D.C.

Residential Pact



For the past eight months Local 1778, Columbia, S.C., has been erecting homes and apartments under a special residential agreement with Drake Construction Co. The program is part of Operation Turn-around and it is coordinated by F.R. Snow and the executive board of the local union.

The pictures show a Local 1778 crew and one of the homes they are building.

UBC Wins Vote At Vinton, Texas



Instrumental in the winning vote were in-plant organizers, from left, Arny Martinez, Tino Galvez, and Art Del Rio with John Ruiz, Local 2218 business rep.; and Art Reyes, international representative.

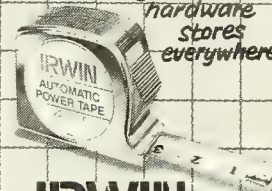
Although Vinton, Tex., is not generally considered a town favorable to unions, it has welcomed the UBC. On October 31, 1984, the workers at Artcraft Panels, Inc. voted to allow the Carpenters to bring union representation and benefits to them.

Vinton is a small town located near El Paso which sits on the Mexican border. Its proximity to avenues for illegal immigrant workers, the recent investigations of the Teamsters Local in the area, and the decertification of the Steelworkers at a Phelps Dodge copper refinery nearby combined to make the vote a real test for our union, a test we passed comfortably. Negotiations have been going smoothly, and progress is being made on a union contract.



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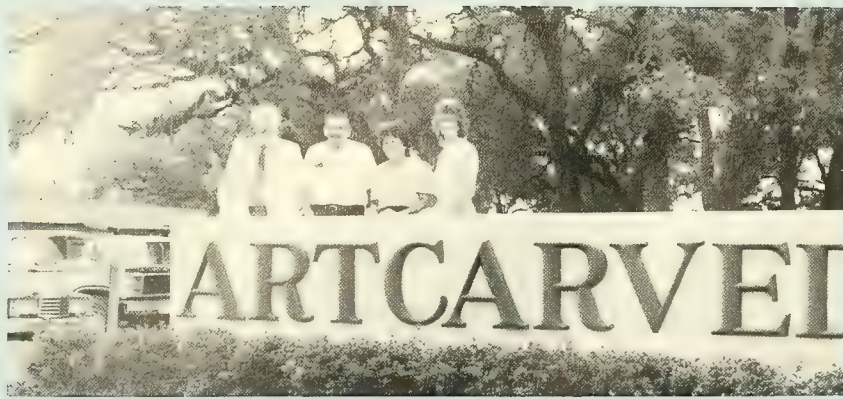
Don't miss this risk-free opportunity



The Carpenters Legislative Improvement Committee needs your continued support in 1985.



Make a \$10 membership contribution now!



Labor and management together at ArtCarved, from left, Ray Carr, vice president of manufacturing; Roy Bockhorn, Local 1751 business agent; Connie Cavazos, chief steward; and Joyce Lucas, personnel manager.

Local 1751 Members Produce Quality Rings At Texas Plant

Eleven years ago, an Austin, Tex., ring factory called John Roberts, Inc., was organized by the UBC. Approximately nine years ago, the factory was purchased by Lenox, Inc.; the name changed to ArtCarved Class Rings.

Today ArtCarved is an innovative leader in designing, manufacturing, and marketing high school and college class rings, with nationwide recognition from students, colleges, and retail establishments as the company manufacturing the number one class ring on the market today. Between the manufacturing and support facilities in Austin, and the marketing and executive offices in New York City, the company employs 600 employees. The rings are produced under union contract by members of Local 1751, Austin, Tex., and are sold with a full lifetime warranty.

ArtCarved's goal is for "continued growth in the class ring market to be achieved by developing and utilizing new marketing strategies, new state-of-the-art manufacturing processes, materials, and equipment; by building a dedicated 'team of employees' at all levels; and by our ability to make a quality product at a reasonable price."

Maggie Ray, standing, a long-time member working on special crew, trains Debbie Chagoya to do engraving.



Member Louise Carmona involved in hand-emery work on the production line of the Austin, Tex., plant.



Julio Torres, who helped organize the company 11 years ago by serving as a committee member, doing shank and top file work.

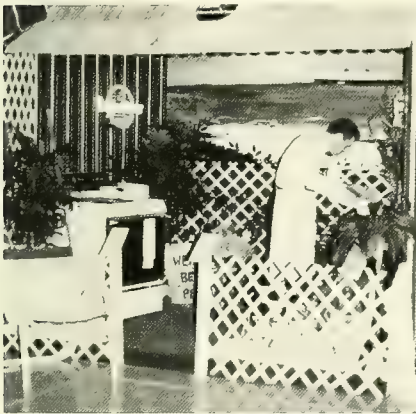


Members get together for a meeting at the ArtCarved Class Ring factory in Austin, Tex. The United Brotherhood has had a working agreement with the company management since 1973.

Baltimore Carpenters Aid March of Dimes

For the second year in a row, the March of Dimes Gourmet Gala fundraiser in Baltimore, Md., was brought off with the help of Baltimore-area Carpenters. Twelve celebrity cook-off booths were prepared and assembled, with help from approximately 100 apprentices and journeymen, totaling in excess of 1,000 manhours of donated time. The booths put together this year will be used over and over for the foundations of decorated, electrically-wired kitchens used by celebrity cooks. Each celebrity's dish was duplicated by the caterer and served to fundraiser attendants; the booths and food judged, and prizes awarded.

Carpenter locals involved were 101, 1354, and 544; material for the booths was partially donated by a local lumber yard.



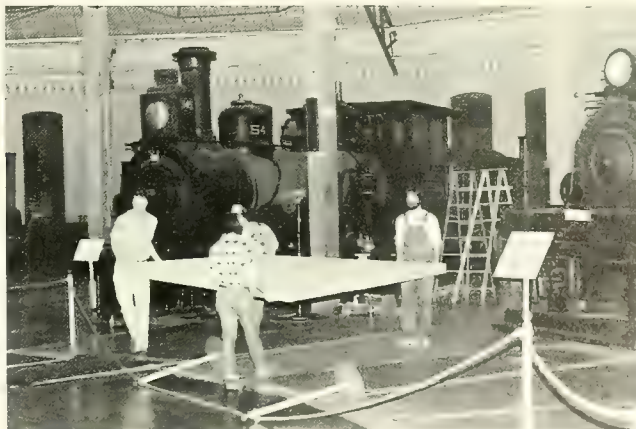
Steve Kordek, right, the 1974 fourth place international apprenticeship contest winner, devoted hours to coordinate and instruct apprentices for the project. Journeyman Volunteer Dennis Beecy, left, reaches for some nails.

Baltimore Orioles' Memorial Stadium Groundskeeper Pat Santarone prepares a dish in his booth, sponsored by Norwegian Caribbean Lines and designed by Morgan Truesdell Interiors.

Baltimore DC Secretary Bill Halbert, right, checks progress on one of the booths in construction.



Apprentice volunteers transport flooring across the roundhouse of the B & O Railroad Museum where the March of Dimes fundraiser was held.



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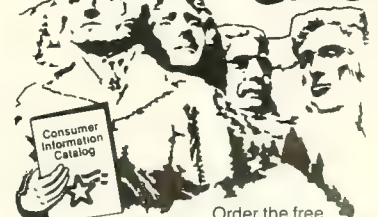
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APPRENTICESHIP & TRAINING

PETS Mill-Cabinet Program Broadened Following Apprentice Training Survey

The UBC Apprenticeship and Training Department recently conducted a survey of affiliated joint apprenticeship committees across the United States and Canada and determined that what the mill-cabinet industry wants and needs is an updated and broadened training program which brings in new technology and skills.

Using the PETS (Performance Evaluation Training System) which teaches step-by-step procedures through the use of audio tapes and 35 mm slides, the department then set about preparing new training materials.

The PETS program for mill-cabinetry has actually been in development for several years. Approximately 35 carousel slide presentations are now available from The General Office, covering the use of hand tools, machinery, and fixture work processes. Also available are shop drawings of tasks which go with the slide presentations. Although development is not complete in all areas of the mill-cabinet program, there is sufficient material for affiliate programs to effectively use what is available, according to Training Director James Tinkcom. Information on new slide presentations will be made available to affiliates as each unit is completed.

The UBC works in close cooperation with management organizations as it prepares PETS material. One of the mill-cabinet shops which has worked with the department, Cederquist Incorporated, is described on the opposite page.

When a training unit is being prepared, a staff training representative goes to the subject plant or job site at a time agreed upon with management and works with the appropriate foreman in each area of work. In the case of Cederquist Incorporated, shown

on the opposite page, the staff representative-photographer went in after regular working hours, so as not to disrupt workday production schedules. Usually the UBC reimburses the host company for the general wage package, in agreement with the local union or council.

Once all of the necessary photographs are taken, the drafting staff at the General Office supplements them with drawings which explain components and procedures.

The "Performance Evaluated Training System," is a pioneering program developed by the General Office several years ago. It is a modular system made up of approximately 60 segments called "blocks," each of which represents a skill or work task currently being used in an industry. The mill-cabinet blocks are grouped into major sections under headings that correspond to the types of mill-cabinet shops. The headings are: residential cabinetry, fixturework, display casework, refrigeration, sash and door, and production moldings. The resulting block system is called the PETS Gridwork. Specific skills and work processes have been photographed in various shops, employing local members to perform the tasks most widely done in the industry today. These photographs, together with illustrative drawings, have been edited into slide presentations showing step-by-step the layout, milling, and assembly procedures of each work process.

Using the P.E.T. System, an apprentice begins related training in the major area which corresponds to the type of shop in which he is working. He is assigned a block on the gridwork and given a project to build.



Procedures for building the project are shown in a slide presentation which he is expected to watch and study. He begins to work on the project, referring back to the slides, as needed, for clarification of particular problem areas.

The instructor is available as a resource person to answer questions and check procedures for accuracy as the project is being built. Upon completion, the project is evaluated using a form available from the General Office. The evaluation establishes that he has reached the skill level required for that process. He is then given another project in the same area. Thus, each apprentice advances at his own pace and works in the area of the gridwork which will help him to keep his job. When 80% of that area has been completed he will be required to work in the other areas until he has completed at least 52 of the blocks on the gridwork.

The Carpenter

Home to some is paradise,
To others, just four walls.
Some mothers slave to keep it nice,
And others, not at all.

A place for some to eat and sleep,
A haven where some might kneel and weep.
How many think of the man with the square—
Of the carpenter man who put it there.

The floor that you walk on, he laid it fair
With a saw, a hammer and a small tri-square
He fit the doors with a great big plane
And hung the windows, pane by pane.

He measured and figured out the stair,
So you could run up them without a care
The knobs on the doors he adjusted with
pain
For you to reach without trouble or strain.

Have you ever thought of this man with the
saw,
Who works in a world where figures are law.
He talks of circles, of inches and feet,
Everything that he does is careful and neat.

From the depths of the cellar to the top of
the dome,
He put it together—he built it—your home.

Evansville Graduates

Seven apprentices recently received their journeymen certificates from Local 90, Evansville, Ind. Pictured, from left, are Business Rep Donald G. Walker, Apprentices Mark Titzer, N. Wayne Curry, Darryl Weis, Robert Schenk, Michael Paul, and President Sam Mills. Also graduating were Scott Springer and Geary Buchanan.





PETS Mill-Cabinet Skills Photographed at Cederquist Plant in California

The new step-by-step PETS audio-visual training series on mill-cabinetry was photographed in one of the most modern mill-cabinet shops on the West Coast.

The UBC Apprenticeship and Training Department solicited recommendations for an appropriate photographic site for the series from various joint training committees, and many agreed that Cederquist Incorporated is an outstanding, union-label shop.

Cederquist is located at Santa Fe Springs, Calif., near Los Angeles. Established in 1916 in Los Angeles, it is a family-owned business. Terry Cederquist, the current president, is the third generation head of the firm. Its products have borne the United Brotherhood's union label since 1939.

The company was originally established as a manufacturer of drug store and other retail interiors under the name of Cederquist Showcase and Cabinet Co. During its earlier years, the company produced propellers for First World War airplanes and, subsequently, the first Douglas airplane, "The Cloudster."

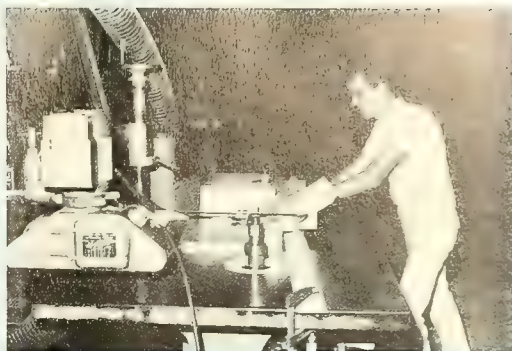
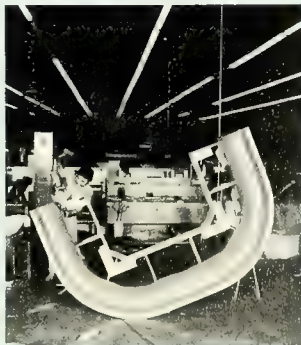
Over the past 69 years, Cederquist Incorporated has continued to design and construct interiors for the world of business, on schedule, within budget, working in all types of field conditions. Cederquist Incorporated takes particular pride in producing a quality product.

From their modern facility in Santa Fe Springs, the company provides a broad scope of custom millwork, fixtures, cabinetry, booths, banquettes, architectural metalwork, glass, stone, and other decorative elements and components. It has the capability for engineering, milling, machining, assembly, finishing, upholstery, and staging, all under one roof.

Cederquist's involvement in the construction of new facilities, the expansion or remodeling of existing interiors includes millwork, seating and fixtures for clients that are local and international.

Members of UBC Local 721 employed at the Cederquist plant work under the Master Store Fixture and Architectural Woodwork Agreement of Southern California.

Cederquist Incorporated operates from a spacious plant, shown at the top of the page. Local 721 members are preparing an addition for Benihana at the Las Vegas Hilton in the second photograph from the top at right. All other pictures show them manufacturing and installing fixtures for the Bicycle Club, a Los Angeles recreation spot. The photographs are by Apprenticeship and Training Photographer Dennis Scott.





GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

SITUATION IN HAND

Two men were painting a house. One was standing on a ladder. The other was on the ground.

"Hey, up there," said the man on the ground to the man on the ladder, "have you got a good grip on that brush?"

"Yep," the man on the ladder hollered down.

"O.K.," said the one below, "hold on tight. I need to borrow the ladder for a minute."

—Steve Balazs
Sterling, Va.,
in *Boys' Life*

SUPPORT THE L-P BOYCOTT

THREAT OR PROMISE?

A sign posted in the parking lot of the Beulah Baptist Church in suburban Alexandria, Va., warns passing motorists: "Church Parking Only. Violators Will Be Baptized."

—Harry Fleischman,
"Let's Be Human"

STEM WINDER

Rob and Bob were at camp, and one night Rob sprayed his arms with bug repellent.

The next morning, Rob said, "My watch isn't working."

"Maybe," Bob replied, "you killed all the ticks."

—*Boys' Life*

STAY IN GOOD STANDING

STUCK WITH THEM

Today, you can rent almost anything. There's rent a boat, rent a car, rent a house, rent a plane, rent a ladder, even rent a chimney sweep.

The only thing that can't be rented are politicians. They still have to be bought.

—*Graphic Communicator*

BE UNION! BUY LABEL!

TRAVEL GUIDE

Wife: "I'm bored. Take me somewhere I've never been."

Husband: "What do you say we go into the kitchen?"

LOOK FOR THE UNION LABEL



SPEED WASH

A four year old, very shy of soap and water, was putting up his usual series of arguments about why he shouldn't have to take a bath.

"You want to be clean, don't you?" asked his mother as she half pulled him to the bathtub.

"Yes", sobbed the tot. "But why can't you just dust me off like you do the furniture?"

—*Graphic Communicator*



THIS MONTH'S LIMERICK

There was a young man from
Bombay
Who said to himself New Year's
Day
"I've finally resolved
To not get involved
In resolutions that simply don't
pay."



DOUBLE-HEADER TALK

"I'm afraid I've developed a terrible habit," the patient told his psychiatrist. "Wherever I am, I can't help talking to myself. Is there anything you can do for me?"

"I suppose there is," the psychiatrist replied. "But I should warn you it will be a long, slow, painful treatment, and very expensive as well. But suppose you do talk to yourself. Is that so bad?"

"No, I guess it isn't," the patient agreed. "But I'm *such* a bore."

ATTEND UNION MEETINGS

TIP FOR LEFTOVERS

A husband was sure his wife was being unfaithful. He contrived to trap her by calling their apartment one afternoon to say he wouldn't be home until midnight.

Early that evening he came home and saw the dining-room table set for two. "Aha!" he shouted. "I've caught you!" He dashed from room to room, opening closets and overturning furniture. Finally he ran to the balcony, looked down and saw a man leaving the apartment building, straightening his tie. In a rage, the husband seized the refrigerator and hurled it over the balcony. It landed squarely on the man, crushing him to death.

The scene now shifts to the Pearly Gates, where St. Peter is interviewing two prospects. Asked what brought him here, the first replies that he was strolling out of a shop on the ground floor of a chic apartment house. He was adjusting his tie when a refrigerator fell on him, crushing him instantly. Touched, St. Peter grants him admission.

The second candidate approaches St. Peter and says, "I know you're not going to believe me, but there I was sitting in this refrigerator. . . ."

—Ed Somers, quoted by
Gene Brown in Danbury,
Conn., *News-Times*



Consumer Quiz

- ✓ *When can I cancel the sales contract?*
- ✓ *Can you buy your eyeglasses somewhere else?*
- ✓ *What can I do about my credit rating?*

The federal trade commission (FTC) in Washington receives many letters from consumers asking various questions about their rights under FTC-enforced laws and rules. Here are some of the most frequently asked questions. See how much *you* know about your consumer rights.

1. **Your new washing machine spills water on the floor. The dealer's mechanics have repaired it several times under the warranty, but it still is not working right. Your warranty runs out, and two weeks later it spills water again. Do you have to pay for the repairs now?**

No. If you complained about the problem during the warranty period and it was not fixed properly, you are entitled to get it repaired. Your warranty rights do not run out for problems you complained about during the warranty period.

2. **You are shopping for a new TV. Can you compare warranties before deciding which model to buy?**

Yes. The Magnuson-Moss Act requires sellers to make copies of warranties available for products that cost more than \$15. Although the law does not require manufacturers or sellers to provide warranties, if the product has a warranty, you must be allowed to read it before you buy. Different companies offer different warranties, so take advantage of this opportunity to compare before you buy.

3. **The used car you bought less than one month ago developed transmission trouble. You consult your sales contract and discover you purchased the car "as is." What is "as is"?**

"As is" means that the seller makes no promises to fix the item later. If you want warranty protection, make sure the seller puts repair promises in writing.

4. **You decided to buy a new house. The only thing stopping you from signing the contract is the leaky roof, which the builder promises to repair *after* you move in. How can you make sure the repairs are done as promised?**

Make sure your warranty covers the leaky roof problem. If you do not have a warranty, have the roof repair written into the contract you will sign when you close on the house.

5. **Your credit card is stolen. Before you can report it to the card company, the thief charges \$1,000 worth of goods on your card. What is the most you will have to pay?**

\$50. If a credit card is lost or stolen and the card is used before you report it missing, the maximum you owe is \$50. After you report the card missing, you are not liable for any purchases made by the unauthorized user.

6. **You lost your electronic fund transfer (EFT) card that lets you withdraw money using a teller machine. You report the card lost a week after discovering it was missing. How much money can you lose?**

\$500. If your EFT card is lost or stolen, and you do not notify your bank within two business days after discovering it is missing, you may lose as much as \$500. If you notify the bank within two business days, your liability is limited to \$50.

7. **A debt collection agency keeps calling you at home about a bill you owe. You want to pay the bill but you lost your job two months ago. Can you stop the collector from calling?**

Yes. If you write the debt collector a letter saying "stop bothering me," the collector must stop calling. However, this does not erase your debt; you still owe the money.

8. **There is a mistake on your monthly credit card bill. To correct the error should you write or call the company?**

Write a letter and use the special billing error address provided by the company. While a phone call may resolve the problem quickly, sending a letter is the only way to trigger your rights under the Fair Credit Billing Act, a federal law which requires the card issuer to correct billing errors or justify the charges.

9. **You just had your eyes examined. What should you do if you want to shop around and buy your glasses somewhere else?**

Ask the eye doctor for a copy of your prescription. An FTC rule requires eye doctors (ophthalmologists and optometrists) to give patients their eyeglasses prescription after an examination at no extra charge.

10. **This morning a salesperson knocked on your door and sold you \$200 worth of**

encyclopedias. Now you decide you do not want the books. Can you cancel the sales contract?

Yes. You have three days to cancel most door-to-door transactions of \$25 or more. The seller is required to give you a cancellation form at the time of sale. Sign and mail it to the address given for cancellation any time before midnight of the third business day after the day of sale.

11. **Last night you visited a health spa and signed a membership contract. Do you have three days to cancel the contract?**

No. You usually do not get three days to cancel sales made at a merchant's regular place of business. However, a few state and local laws provide extra protection on some contracts like health spas. Check with your local consumer protection agency if you have questions.

12. **To help finance your new car, you need to take out a loan. What is the most important question to ask about financing?**

Ask for the Annual Percentage Rate. The rate charged for loans may vary significantly. The Annual Percentage Rate is a unit price for credit which takes into account all the finance costs of the loan. Use the Annual Percentage Rate to compare loans and shop around for the best deal.

13. **You sent a mail-order company \$20 for a new pair of shoes. Delivery was promised in two weeks. Six weeks later you have not heard from the company, and your shoes have not arrived. Are you entitled to get your money back?**

Yes. The FTC's Mail Order Rule allows you to cancel most orders and get a complete refund if you did not get delivery in the time period promised.

14. **You ordered some cookware using a credit card and an 800 telephone number. It is three months later and you never received your order. Can you use the FTC's Mail Order Rule to cancel your order and obtain a refund?**

No. Purchases made by telephone are not covered by the Mail Order Rule.

15. **You were recently divorced. Now you realize all your credit cards are in your ex-husband's name. How can you estab-**

lish your own credit rating by using your past credit history?

Apply for credit in your own name and list the accounts you shared with your former husband. If the creditor has trouble verifying these references because they were listed only in your husband's name, offer to provide additional information that would confirm your participation in payment of those bills. This might include cancelled checks where your name would show that you either paid the bills or that you shared the account with your former husband.

16. You were told your loan application was denied because your sources of income—social security and retirement benefits—were not acceptable to the lender. Is this legal?

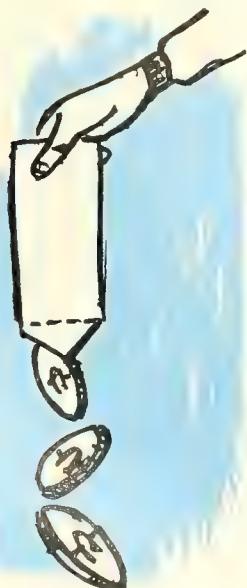
Under the Equal Credit Opportunity Act, creditors cannot discriminate because you receive public assistance income, such as social security. Creditors also must consider income from retirement benefits, as long as it is a consistent source of income.

17. You want to insulate your home. Everyone tells you to shop for R-value, not inches, when buying insulation. What is R-value?

The R-value measures the insulation material's ability to resist (the "R") the flow of heat from a warm room to the cold outside. The R-value you need depends on the climate, the type of heating fuel you use, and the part of the house you insulate. You can get more information on the R-value you need from your state energy office, your utility company, or the R-value fact sheet available wherever insulation is sold.

18. Where can you get information about other consumer matters?

Write to the Federal Trade Commission, Washington, D.C. 20580, or an FTC Regional Office near you. For a list of free publications available from the FTC, request a copy of the "Bestseller" list.



SORRY, KID... MANDATORY RETIREMENT



Getting North America Back

Continued from Page 2

wage freezes and wage cuts accepted by workers during the Reagan recession. Now labor asks that the reinvestment tax advantages given to big corporations be repealed, so that management bears its share of the nation's deficits . . . or else, let's police these tax write offs, to make sure that management creates new jobs.

Labor supports tax reform. It recognizes the necessity of establishing a tight and honest defense budget, without jeopardizing the nation's security. It insists that vital social programs, like the Social Security System, remain intact. Deficits must be reduced so that wage earners are once again able to negotiate fair interest rates, buy homes, and live without personal deficits themselves.

REINDUSTRIALIZATION—There is need for an industrial policy in the United States, and to some extent in Canada, which will make domestic industries competitive. Far too many industrial plants are in disrepair or are not using the latest technology. Consequently, American and Canadian workers are losing out to foreign manufacturers or to overseas subsidiaries of North American-based multinational corporations. If North American corporations are to get tax writeoffs, the federal governments of both nations must make sure that these untaxed funds are actually plowed back into job-creating plant expansions and modernizations.

PRODUCTIVITY—American workers produced in 1983 goods and services worth on the average \$19.50 an hour in all private industry and \$22.50 per hour in manufacturing alone. That's more than twice as much as each worker produced 35 years ago, measured in dollars corrected for inflation. And the United States still maintains its lead as the most productive nation in the world, although some nations are catching up because their productivity is growing faster.

In 1983, American workers were 7% more productive than workers in Germany, 39% higher than Japanese workers, and 45% higher than those in the United Kingdom, according to Labor Department figures on Gross Domestic Product per person employed.

Productivity gains are an engine of progress and contribute to a higher standard of living for all Americans when the gains lead to higher wages and benefits rather than only to higher profits. And higher wages increase consumer purchasing power, which is essential to keep the economy growing and healthy. Of course, higher wages and benefits are necessary to raise living standards, and workers' gains are best achieved when employees have a union to represent them. Unions have also been shown to contribute substantially to higher productivity.

Let's recognize the North American worker's production skills for what they are: the answer to a healthy economy in the year's ahead.

Service To The Brotherhood



Picture No. 1—St. John, N.B.



Picture No. 2—St. John, N.B.

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

NEW CASTLE, DEL.

Local 626 recently awarded service pins to members with 20 to 57 years of service to the Brotherhood.

Picture No. 1 shows 57-year member John Hartnett.

Picture No. 2 shows 50-year members Milton Hinman, Joseph Pedicone Sr., Domonick Albano, and John Donofrio.

Picture No. 3 shows 35-year members, front row: Rupert Williams, Theodore Kolakowski, Everett Pierce, and Harold Dunfee.

Back row: Robert Walker, Earl Ragan, Vincent Vari, Wilfred DuPhily, and John Golden.

Picture No. 4 shows 35-year member Henry Curlett.

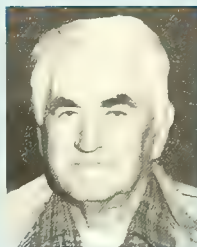
Picture No. 5 shows 30-year member Sabatino DiMauro.

Picture No. 6 shows 30-year member Robert Palmer.

Picture No. 7 shows 20-year member Richard Toy Jr., and Alfred D. Dunfee.



No. 1—Hartnett



No. 4—Curlett



Picture No. 2—New Castle, Del.



Picture No. 3—New Castle, Del.



No. 5—DiMauro



No. 6—Palmer



Picture No. 7—New Castle, Del.



Point Pleasant, W. Va.

POINT PLEASANT, W. VA.

Local 1159 President Joseph Hall, right, recently presented service pins to 30-year members Jack Hart, left, and 45-year member Luther Holley Center.

ST. JOHN, N.B.

Local 1386 members, formerly of Local 2401, recently received service pins for longstanding years of membership with the Brotherhood.

Picture No. 1 shows, front row, from left: Bernard Dionne, 15 years; Allonzo LeBlanc, 20 years; and Raymond Belliveau, 35 years.

Back row, from left: Andre Cassie, 15 years; and John Gallant, 15 years.

Picture No. 2 shows Allonzo LeBlanc, 20 years, left, and Raymond Belliveau, 35 years.



Picture No. 1—Grand Falls, Nfld.



Picture No. 2—Grand Falls, Nfld.

GRAND FALLS, NFLD.

Local 2564 recently honored four members with longstanding service to the Brotherhood.

Picture No. 1 shows 20-year members, from left: Albert E. Langdon and Francis Verge.

Picture No. 2 shows retired trustees, from left: Douglas Paul, 23 consecutive years as a trustee; and Lacie Humphries, 18 consecutive years as a trustee.



Picture No. 1—Memphis, Tenn.



No. 2—Murphy



No. 6—Downs



Picture No. 3—Memphis, Tenn.



Picture No. 4—Memphis, Tenn.



Picture No. 5—Memphis, Tenn.

MEMPHIS, TENN.

Local 345 recently held its annual pin presentation ceremony.

Picture No. 1 shows 20-year members, from left: James L. Cook, J. W. Steen, and H. F. Whaley.

Picture No. 2 shows 20-year member R. C. Murphy.

Picture No. 3 shows twenty-five-year members, from left: William A. Agee and C. W. Shoops.

Picture No. 4 shows thirty-year members, from left: E. L. Bryant and O. L. Burcham.

Picture No. 5 shows thirty-five-year members, from left: J. D. Bartrow, G. L. Beggs, D. L. Linton, William L. Shaddix, D. E. Stanley, and L. E. Moore.

Picture No. 6 shows 40-year member O. H. Downs.

Picture No. 7 shows 45-year members, from left: P. A. Bourne, A. G. Burns, Clinton Charlton, H. M. Kay, and L. Q. Ray.

Picture No. 8 shows T. A. Jackson, financial secretary, and George Henegar, general representative, presenting a pin to Connie Jackson, secretary for Local No. 345, for twenty years of service to the local.

The following members were eligible to receive pins but were not present for the ceremony:

Twenty-year members N. R. Beasley, A. D. Bell, J. C. Bilbro, T. N. Burlison, M. G. Hubbard, C. D. Kerley, J. R. Mc Gee, C. W. Osborn, J. K. Pickens, D. N. Prince, Donald C. Smith, Marion Snow, Paul K. Taylor, J. D. Vinson, and J. A. Wilson; **twenty-five year members** J. W. Atchison, J. C. Bell, R. E. Brooks, G. W. Brown, E. C. Coker, A. D. Daughtry, P. S. Doyle, K. W. Free, J. H. Grantham, and L. W. Hammer Jr.; R. E. Holman, C. D. Hudson, C. K. Jackson, T. B. Livingston, J. H. Ratliff, and L. G. Russum; **thirty-year member** William D. Hill; **thirty-five-year members** L. J. Annaratone, D. O. Branch, J. R. Brown, K. W. Glenn, Ray Harness Jr., L. A. Howington Jr., Lester Moore, C. A. Ramsey, James E. Todd, Paul E. Todd, and W. K. Valentine Jr.; **forty-year members** F. R. Bly, C. L. Clark, L. E. Clark, and Zeb L. Shaddix; **forty-five-year members** Deward Anthony, A. F. Houston, and R. W. Howell; and **fifty-year member** Carl Tullos.



Picture No. 1—Salem, Ore.



Picture No. 2—Salem, Ore.

SALEM, ORE.

At a recent meeting of Local 1065 members with longstanding service were honored with pins.

Picture No. 1 shows, front row, from left: 40-year members L.S. Shuford, and Joseph Kempf. Back row, from left: 20-year member Ted Jarnport, 25-year member Paul Jellison, 35-year members Leighton Holler, and Paul Slaughter.

Picture No. 2 shows Business Rep. Calvin Miller and Marvin Hall, executive secretary of the Oregon State District Council, presenting Brother Eugene Crail with his 70-year membership pin.



Picture No. 8
Memphis, Tenn.



Picture No. 7—Memphis, Tenn.

DANGER:

Solvents May Be Hazardous To Your Health

Are you exposed to solvents on the job? If you use glues, contact cements, paints, lacquers, thinners, or degreasers, there is a good chance you are. Solvents are by-products of oil. They are liquids used to dissolve other chemicals. This ability to dissolve chemicals is one of the reasons solvents are also dangerous to work with. Solvents can dissolve the protective oils on our skin and cause skin rashes. Solvent vapors irritate the sensitive membranes in the eyes, nose, and throat. Solvents also can enter the bloodstream through the skin or through the lungs and cause more long-term damage. Once absorbed into the body, solvents head immediately for the nervous system, including the brain. The immediate reactions to overexposure include: a drunken or "high" feeling, fatigue, nausea, staggered gait, dizziness, headaches, drowsiness, and dulled reactions. Solvents can also have psychological effects producing moodiness, personality changes, and memory loss. These symptoms may sound familiar to anyone who has ever gotten drunk because alcohol is one type of solvent. In fact drinking alcohol and exposure to solvents add to the problems each creates by increasing the level of effects if you drink before, during, or after exposure.

Some solvents also affect the peripheral nervous system, the sensory nerves in our arms and legs. Exposure can result in temporary or permanent numbness or slowed reaction times.

Solvents can also cause long-term damage to the liver and kidneys. The liver is the organ of the body which detoxifies chemicals. The kidney is the organ that gets rid of toxic chemicals in the urine. When the amount of toxic chemicals gets too large, it can overwhelm the liver or kidney and cause damage. In general, solvents that are chlorinated (like chloroform and trichloroethylene) are more dangerous to the liver and kidneys.

Some solvents we know can cause cancer. Benzene, which used to be one of the most widely used solvents, can cause leukemia. Trichloroethylene (TCE), a degreaser, can cause liver cancer. Methylene chloride has recently been shown as a possible carcinogen (cancer-causing substance) in rats. Carbon tetrachloride and chloroform

can also cause cancer. Solvents like toluene and naphtha are often contaminated with benzene and may also present a cancer risk.

Solvents have also been identified as hazards to the reproductive system. Women exposed to ethylene glycols (trade name cellusolve) have a higher rate of miscarriages.

Wood alcohol (methanol) can damage the optic nerve and cause blindness if swallowed accidentally.

Sometimes the body converts a solvent into a new toxin. Methylene chloride gets converted to carbon monoxide which combines with blood to reduce its capacity to carry oxygen. This can be particularly dangerous for workers with anemia, heart disease, or those who smoke. Smokers already have a high level of carbon monoxide in their blood. Styrene, another solvent, gets converted by the body to styrene oxide which is suspected of causing cancer.

Safety hazards also exist while using solvents. Solvents can be very flammable. Those with a low "flash point" can cause fires more easily. Welding or hot jobs should be done away from areas of solvent use. Explosions can occur if solvent vapors drift near ignition sources. Gasoline and kerosene are examples of flammable solvents. Safer solvents have a low "vapor pressure" (don't give off vapors easily) and a high "flash point" (need high temperatures to ignite). Because solvents can cause drowsiness, fatigue, and other neurological problems, workers using solvents may be more prone to accidents.

Overexposures to solvents can be prevented. For many uses, water-based glues and paints can be used instead of solvent-based ones. Safer solvents, ones that don't cause cancer and have a low vapor pressure and high flash point, can be substituted for more hazardous ones. Solvent exposure can be reduced through the use of airless spray guns which produce less overspray, better ventilation (such as spray booths or local exhaust), and protective clothing (gloves and organic vapor respirators) to prevent skin rashes or breathing fumes. Good work practices are important. Don't wash your hands in a bucket of solvent, for example. This can cause skin rashes and the solvent may be absorbed through the skin. Safety goggles and eye washes should be available in case solvents get splashed in the eyes.

Solvents can be used safely. Watch out for the signs of solvent poisoning (irritation, "high" feeling, etc.) and look for ways to reduce exposure. Handle solvents with care and your solvent problems may be solved.

Is This One Dangerous?

To find out if the solvent you use is hazardous, get the composition of the solvent from the label, the manufacturer, or your employer. Many states and localities have "right-to-know" laws requiring access to Material Safety Data Sheets (MSDS) which give the composition of solvents and describe potential hazards. Once you find out which solvents are being used, you can ask the UBC Safety and Health Department for information on their toxic effects and on safe exposure levels. Has the employer taken any air tests for exposure levels? If so, you have a right to that information under OSHA's "Access to Medical and Monitoring Records" standard (1910.20).

Many people believe that if it can be smelled, then the levels are too high. This is true for the more dangerous solvents (such as benzene and TCE) which can cause cancer. Many other solvents, however, can be smelled at levels far below their legal exposure limits and well below what are considered safe levels. Smelling those solvents



Continued on page 58

does not necessarily mean the level is dangerously high. Also there is significant variability in how well individuals can detect odors and generally we acclimate or get used to odors so we can't smell them as well.

A better guide to overexposure is whether people working with it are having health problems. Are the vapors irritating their eyes, nose, or throats? Are they getting skin rashes? Experiencing headaches, dizziness, etc.? These short term effects are a good indicator that levels are too high and need to be controlled.

To be certain, tests can be taken to measure actual levels in the air. Simple sampling devices called "detector tubes" can be used to get a quick and rough estimate of actual exposure levels. Detector tubes cost only a few dollars each and take 5-10 minutes to use. They suck a small sample of air into a glass tube containing a chemical reagent. The amount of the chemical that changes color is a good indicator of the concentration of solvent in the air.

For more information contact:

Joseph L. Durst Jr., Occupational Safety and Health, United Brotherhood of Carpenters & Joiners of America, 101 Constitution Avenue, N.W., Washington, D.C. 20001.

AFL-CIO Presents Charter To National Hospital Union

The 60,000-member National Union of Hospital and Health Care Employees recently received a charter from AFL-CIO President Lane Kirkland and became the 96th affiliate in the House of Labor.

Hospital Union President Henry Nicholas accepted the charter at the AFL-CIO Headquarters in Washington and said the job of his union is "to organize the unorganized" and help them win better salaries and working conditions. This, he added, would result in improved patient care.

The Hospital Union had been a division of the Retail, Wholesale and Dept. Store Union. To resolve internal differences, District 1199 and its 50,000 members in the New York City area remained with RWDSU and the parent

union last May supported the National Hospital Union's application for a separate charter.

The National Hospital Union's members are spread through 22 states. It is currently organizing in Atlanta and South Carolina, Nicholas said.

The Hospital Union includes psychologists and nurses, social workers, therapists, lab technicians, medical school staff, orderlies, dietary workers, kitchen staff, maintenance workers, nursing home staffs, and telephone operators. It is about 70% female.

The small union is aiming at a big target—the 6 million workers in the health care industry. Other unions also are actively organizing health care workers, however, and Nicholas said the Hospital Union would try to become involved in joint organizing campaigns.

Economic Recovery?

Continued from Page 9

ual's eligibility for unemployment insurance benefits.

This philosophy is, unfortunately, echoed in the United States. The real unemployment situation in the U.S. was described as "a profound economic and moral crisis" by the Catholic, Jewish, and Protestant leaders at the news conference.

"The division between extremes is growing wider. This is morally unacceptable," said Bishop John A. Ricard of the Catholic Archdiocese of Baltimore. "Unless we reach out to our unemployed brothers and sisters, we will be unable to stand as a nation," Ricard added.

Rabbi David Saperstein of the Union of American Hebrew Congregations' Religious Action Center called the unemployment rate "a crime, an assault and battery on the bodies, the dignity and lives of all those who continue to be deprived of the opportunity to provide for themselves and their families."

Saperstein rapped those who "overlook the enormous impact of unemployment on such social indicators as health problems and crime. They ignore the human suffering and dislocation. They forget that structural unemployment constructs high barriers to our potential output and productivity, that every percentage point in the unemployment rate costs the federal govern-

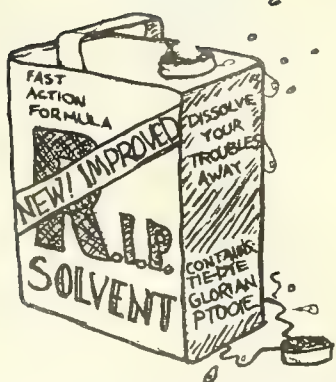
ment as much as \$20 billion in transfer payments and lost revenue."

The Reagan Administration, Saperstein continued, "promised that, through stimulation of the economy, it would provide a job for all those who wished to work. Yet in the aching abyss between the promise and reality lie the shattered lives of millions of Americans: the lost legion of minority youth, out of jobs, out of school, out of hope, filled with anger and despair; the stymied victims of racism and sexism; the millions whose job skills have been left behind by technological change. All of these are in danger of being recycled into a permanent underclass; they make a mockery of our pretensions of fairness and justice."

Bishop John A. Burt, chairman of the Urban Bishops of the Episcopal Church, said even the official jobless rate, although an improvement over the double-digit recession level, is "a scandal" compared to what "we believed to be tolerable levels of unemployment just a few years back."

"The irony is that this nation could have full employment without inflation were she to muster the will to do it," Burt said.

To move the nation toward full employment, the coalition urged the new 99th Congress to enact emergency jobs legislation, including the Community Renewal Employment Act, the Youth Incentive Employment Act, the American Conservation Corps, plant closing legislation, and the Industrial Competitiveness Act.



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Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Elderly Fare Well In Alaska

We all have to get old, but Alaska may be the best place for that condition, according to Labor Columnist Harry Fleischman. For instance, people over 65 pay no taxes on their homes. They send the tax bill to the Alaska Office of Community and Regional Affairs, which pays the local governments. This costs the state about \$2 million a year.

Drivers' licenses, vehicle license plates, fishing licenses, and the state's extensive ferry system are all free to Alaskans over 65. The legislature voted a \$250 a month bonus for all residents over 65 who have lived in the state for one year.

Another dividend goes to all residents, including those over 65. Checks for all residents were \$386.15 this year, financed by the earnings of the Alaska Permanent Fund, which receives 25% of the state's oil royalty. The multi-billion dollar fund now earns about \$2 million a day.

Chicago Poll Shows Social Security Stand

One lesson the Republicans learned from the election campaign—and learned the hard way—is that Americans will not tolerate the wrecking of Social Security. The conservative pro-Reagan *Chicago Tribune* ran a public opinion poll which asked, "Would you favor spending less on Social Security to reduce the deficit?" The results stunned the reactionaries. Seventy-five percent of the voters 55 and older voted, "No." Seventy percent of the voters between 35-54 voted, "No." And—here was the surprise—voters aged 18 to 34—by a margin of 73%—voted to reject the idea.

Three More Clubs Are Chartered

The number of chartered UBC Retirees Clubs continues to grow. Three more have been issued charters during the past month. They include: Charter No. 41, Local 1471, Jackson, Miss.; No. 42, Local 1445, Topeka, Kans.; and No. 43, Local 454, Philadelphia, Pa.

Social Security Recipients To Get 3.5% Benefits Increase This Month

The National Council of Senior Citizens (NCSC) reminds recipients of Social Security that they can expect a 3.5% cost-of-living adjustment (COLA) to be included in all benefit checks beginning in January, 1985. The average monthly benefit for a retired couple will go up from \$750 to \$776 a month. The average retired worker living alone, now receiving \$434 a month, will receive \$449. The average aged widow, now getting \$401, will get \$415.

The announcement of the increase, made by the Social Security Administration (SSA) on October 23, came shortly after the U.S. House of Representatives had voted 417 to

4 to allow a one-time waiver of the requirement that the Consumer Price Index for urban wage earners and clerical workers must rise 3% or more from the third quarter of the next year in order for any cost-of-living adjustment to take effect.

The House bill also directs the SSA to report to Congress by next September on the feasibility of eliminating the requirement so that there would be an annual increase in benefits proportional to the increase in inflation, whatever it might be. Earlier the Senate passed a similar measure and President Ronald Reagan is expected to sign the final legislation into law.

Senior Citizens Consider Low-Cost Florida Condos

A retirement home in the Florida sun is now an affordable reality for growing numbers of senior citizens.

Thanks to the efforts of the National Council of Senior Citizens (NCSC), spacious two-bedroom, two-bath homes at Centre Court Condominiums in Fort Myers, Florida, are being offered to middle-income senior citizens—those whose incomes don't qualify them for low-income housing but who can't afford the large down payments or high interest rates required for most retirement homes in the sun.

Units in the well-constructed, well-maintained complex are currently being sold for as little as \$59,000—a price which, thanks to the Council's status as a non-profit organization, is \$8,000-\$10,000 less than the original developer was able to sell them for a year ago.

NCSC, headquartered in Washington, D.C., is the nation's leading advocacy group of and for elderly Americans. Established in 1961 in the fight for enactment of Medicare, NCSC today claims some four million members in over 4,500 senior citizens clubs affiliated nationwide.

In response to a 1974 moratorium on senior citizen housing, imposed by the Nixon Administration, the National Council successfully led the struggle to reinstate the Section 202 program. Section 202 is a federal program which provides direct loans to non-profit organizations for the development of housing specifically designed for senior citizens. In 1978, NCSC created an affiliate organization—the NCSC Housing Management Corporation—to develop, maintain, and manage secure, quality housing communities for the elderly and handicapped. Today, NCSC manages some 24 such facilities nationwide, and owns or co-owns 16 of these buildings, making it one of the largest single sponsors in the country of Section 202/8 housing projects.

The five-level, 99-unit Centre Court Com-

Continued on Page 38

Retirees Build School Bus Shelter



Retiree Norman Pyle, Local 742, Decatur, Ill., finds retirement "a very rewarding period," a time to "implement projects that have been on the back burner much too long."

Above is just such a project. Designed and built by Pyle in his home shop, the gazebo serves as a school bus shelter for Pyle's two grandchildren and a "photography prop for my photographer son." Pyle used a band saw to cut out the structure, copying the detailed scroll and fretwork from a millwork book. The builder, above right, was "aided, supported, and encouraged" by two retiree friends, Stan Sodko, left, a 41-year member of the Brotherhood, Local 742, and Dan Ducey, center, a 47-year member, Local 742. Pyle has been with the UBC for 33 years.

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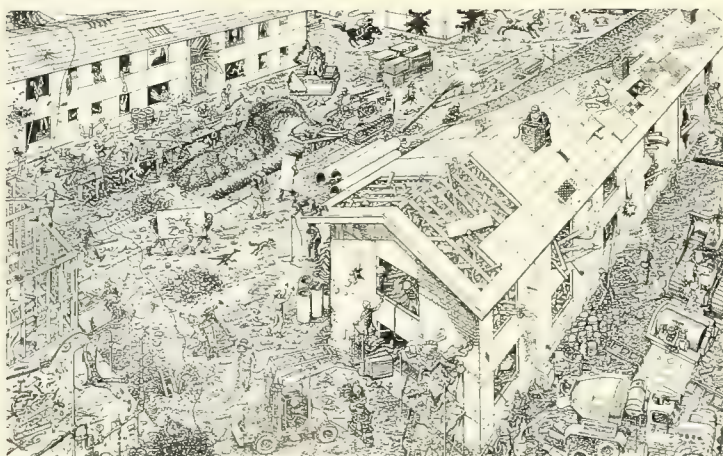


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Readers liked our back cover of the March **CARPENTER**. "A Lot of Things Can Go Wrong On A Construction Job," so much, we've had it reprinted and blown-up—in black and white on 10" x 13" gloss paper. If you'd like a reproduction, send \$1.00 and your name and address to **CARPENTER**, 101 Constitution Ave., N.W., Washington, D.C. 20001.

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Alice Perkins At Christmas

Alice Perkins, age 9, the major beneficiary, thus far, of Carpenters Helping Hands, the UBC's charitable arm, will enjoy Christmas, this year, with her adoptive family.

Thelma Perkins, wife of Local 50 member Ray Perkins, tells us that the family will gather for the holidays at another daughter's home in Dolton, Ala., and that Alice will be out of school and with the family until January 7.

Alice Perkins, as many of our readers will remember, is the little girl born without a face in 1975 at the University of Tennessee Memorial Research Center in Knoxville, Tenn., where Thelma Perkins worked as a practical nurse. When Alice's natural mother was unable to care for her, Ray and Thelma Perkins offered to take on the responsibility and eventually took legal steps to adopt her.

In the ensuing years, with the skilled help of Dr. John Lynch, director of plastic surgery at Vanderbilt University Medical Center in Nashville, Tenn., and the financial assistance of the United Brotherhood, the Perkins have been able to offer as normal and loving a life as possible to the little girl.

Doctor Lynch's periodic plastic surgery has created the semblance of a nose and a mouth for the little girl. She is talking, and she is understood.

On December 11 Alice returned to Vanderbilt Hospital for "spacers," a preliminary

Continued on Page 38



Ray and Thelma Perkins with their foster child, Alice, outside a Tennessee hospital.

IN MEMORIAM

The following list of 761 deceased members and spouses represents a total of \$1,350,784.57 death claims paid in October, 1984: (s) following name indicates spouse of members

Local Union, City

- 1 Chicago, IL—Bertil A. Anderson, Ralph J. Kollars.
- 2 Cincinnati, OH—Arnold Steinert, Jonathan F. Brannham, Martha Milibaugh (s).
- 3 Wheeling, WV—Francis Cochran, James L. Markle.
- 4 Davenport, IA—Donald Dose, Leo Kramer.
- 5 St. Louis, MO—L. Theodore Wehde.
- 6 Hudson County, NJ—Eugene Bianchi.
- 7 Minneapolis, MN—Carl Leonard Olson, Dave Reznick, Harry Jacobsen, Harry Pearson, Lucille A. Worm (s), Ray Primmer, Theodore H. Johnson, Walter Fyten.
- 8 Philadelphia, PA—Francis Alfred Short.
- 10 Chicago, IL—Robert Daniels, William F. Frazer.
- 11 Cleveland, OH—Anthony Treccie, Benny Belfiore, Forrest MacLaren, George Taras, Karl Kase.
- 12 Syracuse, NY—Floyd Warner, James Graziano, Thomas E. Hill, Thomas Garni, Wallace E. Miner, William Quinlivan.
- 13 Chicago, IL—Angeline Tierney (s), Carl Bubla, Oscar Samuelson, Paul Lengyel.
- 14 San Antonio, TX—Robert C. Liverett.
- 15 Hackensack, NJ—August Tonison, Elizabeth Nurni (s), Giovanni Marino.
- 17 Bronx, NY—Albert Naeris, Angela Losso (s), Anthony A. Conte, Aurelio Olivier, Louis Schumack, Paul Muxfeld, Sankey Algot Nelson.
- 18 Hamilton, Ontario, CAN—Andrew Kuyntjes.
- 19 Detroit, MI—Alexander Duncan MacDonald, Edwina Parsons Vanpatten (s).
- 20 New York, NY—Carl Olson, George Bauer.
- 22 San Francisco, CA—Dewey Jones, Joseph I. Johnson, William T. Murphy.
- 23 Williamsport, PA—William B. Hadden.
- 24 Central, CT—Arthur Hollman, Mary Dorval (s).
- 25 Los Angeles, CA—Vernon C. Jones.
- 26 East Detroit, MI—Marguerite E. Eison (s), Ray T. Kincannon, Walter Plizga.
- 27 Toronto, Ontario, CAN—Vito Galati.
- 30 New London, CT—Herbert Airey.
- 34 Oakland, CA—Earl S. Prior, Julian R. Lawhorn, Ronald D. Scheibyl.
- 36 Oakland, CA—Dewitt Malvo, Sydney Carmine.
- 40 Boston, MA—Francis A. Kelley, Harold E. Rickard, Sherry F. Banks.
- 41 Woburn, MA—Albert L. Whynot, Harry N. Anderson, Joseph C. Fallo.
- 43 Hartford, CT—John P. McInnis.
- 47 St. Louis, MO—Caroline H. Braun (s), Henry J. Venneman, John B. Marco.
- 50 Knoxville, TN—Ray M. Ladd.
- 54 Chicago, IL—Johnnie E. Skopik.
- 55 Denver, CO—Carl J. Dehn, Frank Bogner, Ruben Landenberger, Theron B. Stark.
- 58 Chicago, IL—Michael Surges, Peter Marcussen, William L. Wahnetah.
- 60 Indianapolis, IN—Manford W. Curtis, Orval Hoover.
- 61 Kansas City, MO—George E. Raines, Ingeborg Olson (s), Louis F. Springstube, Paul M. Wooster, William D. Rowland.
- 62 Chicago, IL—Arthur J. Anderson, Edna Martha Bruce (s), William Layove.
- 65 Perth Amboy, NJ—Adolf Kunciewicz.
- 67 Boston, MA—James E. McKenna, June Izetta Laguff (s).
- 69 Canton, OH—Edward Kantorik, Robert H. Beaulé.
- 73 St. Louis, MO—Evelyn K. Cremer (s), George V. Nothstine.
- 74 Chattanooga, TN—Callie Jane Hardy (s), John R. Clay, Louise McAllister (s).
- 76 Hazelton, PA—Albert B. Reager, John F. Morgan.
- 78 Troy, NY—Mary Olchoway (s), William Harris.
- 80 Chicago, IL—Harry Wubs, Raymond R. Smith, Stanley Supergan.
- 85 Rochester, NY—Cuyler T. Nye, Earl T. Jones, Earl W. Ogden, Howard E. Maker, John W. Schrader Sr., Larry Rendel, R.D. Mark Wiley.
- 87 St. Paul, MN—Alfred Engebretson, August T. Hudalla, Edward W. Dietz, Fred J. Hegman, George Honerbrink, Marie V. Pitzl (s), Robert Steele.
- 89 Mobile, AL—Theodore R. Prine.
- 91 Racine, WI—James Peil.
- 94 Providence, RI—Atanasio Grasso, Beatrice Amelia Mancini (s), Evelyn Teresa Ethier (s), Jules Maranda, Mary Favaro (s), Maurice Briere, Thomas Tucciarone, Vernard Murphy.
- 95 Detroit, MI—Aleksander Wynczyk, Pete E. Dempsey, Sigurd A. Rasmussen.
- 98 Spokane, WA—Arthur Stewart, James L. Lynch, Mary Evelyn Kuder (s).
- 101 Baltimore, MD—Howard W. Helmrich, John C. Brihart, William H. Buschman.
- 102 Oakland, CA—Joel R. Thacker.
- 103 Birmingham, AL—Alfonso L. Bearden, John R. Gould, R. A. Farlow.
- 104 Dayton, OH—Helen Leota Weidel (s), Homer Dear-dorff.
- 105 Cleveland, OH—Joe Farinacci, John Nemeth, Leo S. Coppolino.
- 108 Springfield, MA—Charles J. Chmura, Edmond Dee, Joseph A. Charpentier.
- 109 Sheffield, AL—Charlie Clemons.
- 111 Lawrence, MA—Kenneth W. Langmaid.
- 113 Middletown, OH—James J. Johnson, Matthew F. Brown.
- 117 Albany, NY—James R. Guest.
- 121 Vineland, NJ—Jeanne M. Evers (s).
- 124 Passaic, NJ—William J. Paese.
- 131 Seattle, WA—Claude A. Boyce, Homer A. Belt, John F. Wallin.
- 132 Washington, DC—Robert E. Jones, William B. Tester.
- 133 Terre Haute, IN—Collette J. Wallace.
- 135 New York, NY—Jonah Grodner.
- 141 Chicago, IL—Lucjan Tokarski.
- 142 Pittsburgh, PA—Nelson Lynch, Stephen A. Ruda Sr.
- 146 Schenectady, NY—Joseph Griebel.
- 162 San Mateo, CA—Eugene L. Russell.
- 165 Pittsburgh, PA—Anthony J. Clemente.
- 166 Rock Island, IL—Maurice Tollenaar.
- 171 Youngstown, OH—Chris Perri, John Mikita.
- 174 Joliet, IL—James C. Gordon.
- 180 Vallejo, CA—Bernard R. Albers, Robert L. Anderson.
- 181 Chicago, IL—Jennetta A. Banach (s).
- 182 Cleveland, OH—Cyril Franetic, John T. Sestokas, Joseph Mickun.
- 183 Peoria, IL—Charles E. Defoe, Edward A. Tucker, Warren H. Crowe, Willis Replogle.
- 185 St. Louis, MI—Charley Neil Shipp, Eldon Travis, Oscar E. Ernst.
- 186 Steubenville, OH—Henry Minear, Lawrence J. Paulette.
- 188 Yonkers, NY—Lawrence Saviano.
- 195 Peru, IL—Frank E. Gramer, Henry Tomsha.
- 198 Dallas, TX—Aubrey N. Nelson, Dock E. Allen, Edwin C. Pinner, Glenn C. Farmer, Ralph Brewer, William D. Cheek.
- 199 Chicago, IL—Emil Digiacomo.
- 200 Columbus, OH—Harry E. Curtis, Howard N. Mattox.
- 202 Gulfport, MS—Henry O. Hulvey.
- 211 Pittsburgh, PA—Marie Lausch (s).
- 213 Houston, TX—Clintie A. Waggoner, Dorothy L. McGrew (s), Doyle O. Jayroe, John B. Yawn Jr., L. P. Crossland, Lee T. Gilbeirt, Thomas T. Kal-lenbach, William E. Dougherty.
- 215 Lafayette, IN—Arthur Powell.
- 218 Boston, MA—Albert O. Deneault, Murry E. Wentzel, William A. McKenzie.
- 232 Fort Wayne, IN—Naomi Brandeberry (s).
- 246 New York, NY—Adolph Goebeler, Harry Feder, Thomas Palermo.
- 247 Portland, OR—Donald Resler, Katherine Car (s), Margaret Irene Erickson (s), William A. Dayton.
- 250 Lake Forest, IL—Dayton O. Griffith, Howard J. Reinbold.
- 254 Cleveland, OH—Edmund J. Bowles Jr., Joseph Martin France.
- 255 Bloomingburg, NY—John J. Jockers, John Stephen Brundage, Pearl Lillian Brundage (s).
- 257 New York, NY—Arne Aho (s), Frank Riescher, Joaquin Garcia, Michael Vigiotti.
- 258 Oneonta, NY—Charles Shaver, Frederick Jacobsen.
- 259 Jackson, TN—William I. Priddy.
- 261 Scranton, PA—Clarence Williams.
- 262 San Jose, CA—Delroy Thompson, Ray J. Vierra, Salvador A. Tomasello.
- 265 Saugerties, NY—Harry Hill.
- 268 Sharon, PA—David Guy Gray.
- 269 Danville, IL—Herman L. Linne.
- 275 Newton, MA—Amelio Juliano, John J. Pendergast.
- 283 Augusta, GA—Hubert M. Montgomery.
- 286 Great Falls, MI—Walter Spragg.
- 287 Harrisburg, PA—Roy Guidloo Jr., Russel L. Hower.
- 296 Brooklyn, NY—Jacob Salvesen, Samuel Pearlberg.
- 297 Kalamazoo, MI—Ford Hyatt.
- 304 Denison, TX—Ben F. Carlson.
- 316 San Jose, CA—Arthur Thiessen, Jack Majors, Lawrence Heidrick, Rogelio Martinez.
- 323 Beacon, NY—Francis Russo.
- 324 Waco, TX—Howard Day.
- 332 Bogalusa, LA—Jasper B. Little.
- 335 Grand Rapids, MI—Joseph E. Drier Jr.
- 337 Detroit, MI—Clara Catherine Beers (s), Leo Gagne.
- 344 Waukesha, WI—Walter Yuds.
- 345 Memphis, TN—Eileen F. Buntin (s), Helen V. McAdoo, Melba Landers (s).
- 348 New York, NY—John Duwel, Richard Jakel, William Rufus Cadogan.
- 359 Philadelphia, PA—Arthur L. Mitchell, Stephen G. Bechtel.
- 361 Duluth, MN—Einar D. Hartmark.
- 362 Pueblo, CO—Lillian Juanita Hewitt (s).
- 379 Texarkana, TX—Earl Bennett.
- 384 Ashville, NC—Thomas E. Parnis.
- 387 Columbus, MS—Elmo C. Moffett.
- 388 Richmond, VA—Andrew H. Smith, Erby L. Jeter, Henry M. Shelton, William C. Taylor.
- 393 Camden, NJ—Burton Roger, George F. Wolfe, Robert L. Penven, Samuel Ewan.
- 398 Lewiston, ID—Clifford Okelley.
- 400 Omaha, NE—Stanley Skorniak, Steve P. Bojanski.
- 402 Northampton-Greenfield, MA—William Perrault.
- 403 Alexandria, LA—Ferdinand Koenig.
- 404 Lake County, OH—Walter Knerem.
- 410 Ft. Madison & Vic., IA—Henry Eugene Robertson.
- 415 Cincinnati, OH—Alexander Haigh.
- 430 Wilkesburg, PA—Joseph J. Cristello, Mary C. Renna (s), Rudolph P. Benvin.
- 433 Belleville, IL—Alice W. Kalmer (s).
- 434 Chicago, IL—Gustav Lundquist.
- 437 Portsmouth, OH—Charles Ratford, Edmond Pierce, John H. Adams, Paul J. Howell.
- 442 Hopkinsville, KY—Ole J. Hage.
- 452 Vancouver, BC, CAN—Merton Lacusta.
- 454 Philadelphia, PA—Einar Carlson, Robert F. Baker Sr.
- 455 Somerville, NJ—Edward Allen.
- 458 Clarksville, IN—Ellis Hedden, Kinnard Plummer.
- 475 Ashland, MA—Saverio DiPietro.
- 480 Freeburg, IL—George Haukapp.
- 483 San Francisco, CA—Phillip H. Phillips.
- 494 Windsor, Ontario, CAN—Feruccio D. Sisti.
- 496 Kankakee, IL—Vivian J. Lamore.
- 500 Butler, PA—Ann I. Kalac (s).
- 512 Ann Arbor, MI—Donald A. Hayes, John M. Stenseng.
- 514 Wilkes Barre, PA—Francis Starkey, Mary Louise Glahn (s), Peter Sciandra, Victor Bialko.
- 527 Nanaimo BC, CAN—William D. Fielding.
- 530 Los Angeles, CA—Eugene W. Stackhouse.
- 531 New York, NY—Helmer Peterson, Henry C. Buerhop.
- 542 Salem, NJ—Joseph H. Gould.
- 543 Mamaroneck, NY—Andrew Pinto, Crescenzo Carducci.
- 558 Elmhurst, IL—Hugo A. Galassi, Joseph Repetny, Otto Nystrom, William Marshall.
- 559 Paducah, KY—Willard Howard.
- 562 Everett, WA—Anders Chris Andersen, Armour Gerry, Frank V. Schmid.
- 569 Pascagoula, MS—Myrtle L. White (s).
- 586 Sacramento, CA—Calvin E. Dryden, Evender A. Carroll.
- 596 St. Paul, MN—Marvin L. Tommerdahl.
- 602 St. Louis, MO—Lorraine E. Green (s).
- 603 Ithaca, NY—George L. Housel, Henry C. Kerry.
- 608 New York, NY—Charles F. Bergin, Kathe Maurer (s), Kevin Joyce, Leroy A. John.
- 610 Port Arthur, TX—Adles Hebert, Bryan Paul Boul-lion Sr., William David Walker, William H. Rummel.
- 613 Hampton Roads, VA—John Robert Gray.
- 620 Madison, NJ—Albert Reindel, Felix Keresztesy.
- 621 Bangor, ME—George Cook.
- 623 Atlantic County, NJ—Benjamin F. Tubman.
- 626 Wilmington, DE—Elena C. Pedicone (s).
- 627 Jacksonville, FL—James W. Lewis.
- 634 Salem, IL—Vernon Wyatt.
- 636 Mt. Vernon, OH—Ronald G. Johnson.
- 639 Akron, OH—William E. Metcalf.
- 642 Richmond, CA—Eugene Louis Pagni, Harry M. Downs, Roger Dwyer.
- 644 Pekin, IL—Ralph S. Buffington.
- 650 Pomeroy, OH—Julis C. Chancey.
- 690 Little Rock, AR—Edward F. Battles, William Harvey Whitmore.
- 696 Tampa, FL—John W. McCoy.
- 701 Fresno, CA—Anna F. Bush (s), Claude E. Brown.
- 703 Lockland, OH—Elsie I. Walters (s), Marlene Walters (s).
- 710 Long Beach, CA—Wilbur W. Wood.
- 720 Baton Rouge, LA—James A. Hoover.
- 721 Los Angeles, CA—Agnes Spiszer (s), Frank Heim, James J. Stedron, Joe Holguin Jr., John E. Santo, Martin Simon, Vito R. Catrone.
- 725 Litchfield, IL—Edward H. Osterman.
- 727 Hialeah, FL—Harry S. Sims.
- 739 Cincinnati, OH—Donald Beears.
- 742 Decatur, IL—Samuel F. Haab, Sophia A. Seevers (s).
- 745 Honolulu, HI—Yoshitane Oba.
- 751 Santa Rosa, CA—Helen Martha Buckley (s).
- 753 Beaumont, TX—Edna Lois Gilstrap (s), Mable Montalbano (s).
- 764 Shreveport, LA—Floyd A. Patton, Walter D. Thrash.
- 769 Pasadena, CA—Pablo Cano, Robert L. Rios, Segurth Spendrup, William J. Giffin.
- 770 Yakima, WA—Alfred R. Land.
- 771 Watsonville, CA—Eubert M. Alego.
- 803 Metropolis, IL—George Hillebrand, Warren Loven.
- 815 Beverly, MA—Euclide Guilmette.
- 819 West Palm Beach, FL—John J. Rgdon.
- 821 Springfield, NJ—Victor Kukoda.
- 824 Muskegon, MI—John Verhoven.
- 839 Des Plaines, IL—Edward Svudava, Russell E. Shepherd.
- 845 Clifton Heights, PA—Michael Rosenbaum.
- 848 San Bruno, CA—Iona Sherwood (s), Timo Ojanen.
- 851 Anoka, MN—Myrtle Odonnell (s).
- 857 Tucson, AZ—Guadalupe Valencia, Roy Bach.
- 898 St. Joseph, MI—Majorie Flory (s), Roy B. Kelley.
- 900 Altoona, PA—Samuel D. Kahn.
- 902 Brooklyn, NY—Harry Goldstein, Robert F. Romeo, Theodore Jacobsen.
- 906 Glendale, AZ—Bessie L. Sarten (s).
- 916 Aurora, IL—Jeanette G. Nichols (s).
- 929 Los Angeles, CA—Inez Decuir (s), Marion F. Teegardin.
- 938 Richmond, MO—Burley Shipman.
- 943 Tulsa, OK—Arthur Aaron Carlson, Charle L. Bumgarner.
- 948 Sioux City, IA—William W. Sampson Jr.
- 964 Rockland County, NY—Peter D. Conigli.
- 971 Reno, NV—L. J. ...
- 973 Texas City, TX—H. ...
- 977 Wichita Falls, TX—Bobby Ray Wallace.
- 978 Springfield, MO—Jimmie L. Schmidt, Wilbur Claude Evans, William W. Williams.
- 993 Miami, FL—Clude B. Cobble, John M. Kacur, Rachel Elizabeth Perera (s).

998 Royal Oak, MI—Carl Kleinow.
 1005 Merrillville, IN—Mary Louise Vaughn (s)
 1014 Warren, PA—Clifford E. Smith.
 1022 Parson, KS—Arthur Ellis, Charles Doty, Tommie Claypool.
 1027 Chicago, IL—Adrian Overbeck, Hans Eberle, Peter J. Sodini, Walter Smagacz.
 1040 Eureka, CA—Gladys Pearl Foster (s).
 1044 Charleoi, PA—Charles Gargi, Samuel R. Conrad.
 1052 Hollywood, CA—Santiago Deleon.
 1053 Milwaukee, WI—Anton Bolle, Janis V. Mieztis.
 1062 Santa Barbara, CA—Vernon D. Belton.
 1089 Phoenix, AZ—Robert W. Knox, Wallace L. Davis.
 1094 Albany Corvallis, OR—Marvo Lee Endicott (s).
 1098 Baton Rouge, LA—Edgar L. Allen, Henry M. Adams, Sidney R. Smith.
 1102 Detroit, MI—Frank Cecil, Henry W. Gilbert.
 1108 Cleveland, OH—Peter F. Fischer.
 1113 San Bernardino, CA—Ralph Galloway.
 1120 Portland, OR—Carey A. Pond.
 1125 Los Angeles, CA—George R. Chapin.
 1126 Annapolis, MD—Thomas R. Phipps.
 1143 La Crosse, WI—Casimir L. Goergen, Richard Kolb.
 1144 Seattle, WA—William W. Strickland.
 1145 Washington, DC—Roland Simpson.
 1147 Roseville, CA—Belva D. Satnowski (s), Helen Mildred Dougherty (s).
 1148 Olympia, WA—Merle E. Cleveland.
 1149 San Francisco, CA—Charlotte E. Robinson (s), Robert McCallister, Russell B. Jones.
 1164 New York, NY—Arthur Wright, Liselotte Strobl (s), Sam Minuskin.
 1172 Billings, MT—Forest P. Hoover.
 1184 Seattle, WA—Charles A. Nagel, Clyde F. Majestic Jr., John L. McDougal.
 1185 Chicago, IL—Theodore J. Horan Jr.
 1205 Indio, CA—Walter S. Chesnut.
 1207 Charleston, WV—Denzil E. Skidmore, Edward H. Lester, William Perkins.
 1222 Medford, NY—Burt D. Coleman.
 1243 Fairbanks, AK—Ethel D. Miller (s).
 1244 Windsor, Ontario, CAN—John E. Croft.
 1245 Carlsbad, NM—Marion E. Singletary.
 1250 Homestead, FL—V. A. Mickelberry.
 1251 North Westminster, BC, CAN—Aino Emilia Huomo (s), Keith Bradley.
 1256 Sarnia, Ontario, CAN—John Ralph Knight.
 1271 Nevada, MI—Clarence W. Schmitt.
 1273 Eugene, OR—Alfred E. Hassler, Harvey W. Birch.
 1274 Decatur, AL—Audrey Beatrice Warren (s), Orville L. Keel, Sammie Levonia Johnson (s).
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Senior Citizen Condos

Continued From Page 35

plex was purchased by the National Council last February and represents NCSC's first venture into providing housing for middle-income seniors. The moderate pricing—coupled with excellent financing terms that Centre Court management has arranged with a local Fort Myers bank—already has been a magnet for retired union workers, who generally find the cost of the units well within their reach.

With a 20% down payment, most residents average around \$430 per month in mortgage payments; with a homestead exemption, taxes are \$35 a month more. A \$55 per month maintenance fee covers the cost of grounds upkeep and general building maintenance, trash removal, water, sewer, cable TV, building insurance, and project replacement reserves for major building items. Individual utilities are extra.

Also included in the purchase price are wall-to-wall carpeting; window louvers; the range, self-defrosting refrigerator, garbage disposal, and dishwasher in the kitchen; central air conditioning and heating; and smoke detector. In addition, each apartment is pre-wired for cable TV.

For more information about the complex, contact James L. Womack, director, Senior Citizens Housing Development Institute, Inc., 2121 Collier Avenue, Fort Myers, Florida 33901.

Alice Perkins

Continued From Page 36

action before artificial eyes were inserted on December 13.

Alice is taking private piano lessons, and a curator from a nearby art gallery is showing her how to work with modeling clay. Meanwhile, she is pursuing an education at the Tennessee School for the Blind.

Hundreds of contributors to Carpenters Helping Hands have made much of this progress possible.

Donations to Helping Hands are still being accepted. They should be sent to: Carpenters Helping Hands, Inc., 101 Constitution Ave., N.W., Washington, D.C. 20001.

Recent contributors include:

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TIMBER GUIDE



Gene N. Beltz of Belton, Tex., has designed (patent pending) two innovative hand tools, for use in the construction field. Their purpose is to aid in the application of trusses, rafters, joists, and studs.

The models (Model ST 16" and Model SS 24") will hold any 2 X on center for nailing. They eliminate 85% of layout marking of plates and are constructed of 100% aluminum, with a lifetime guarantee.

The Model ST 16" is 20" long, with an appropriate weight of 2 lbs. The Model SS 24" is 28" long, with an appropriate weight of 3 lbs.

For carpenters, framers, truss setters, deckers, dry wallers, and punch-out men, this tool will stop the need for nailers and pushing and pulling on trusses, rafters, ceiling joists so you can seam up.

The **PRICES** are: Model ST 16" @ \$24.95 each; Model SS 24" @ \$29.95 each; and shipping & handling is \$3.50. These are wholesale prices available to *union members only* according to Beltz. Production Date: January 2, 1985. Allow 4 to 6 weeks delivery.

For more information or to order, contact: TRU-GUIDE INC., Route 3 Box 3390, Belton, Texas 76513, (817) 939-0303. Distributorships are available for all states, except Texas and California.



INDEX OF ADVERTISERS

Clifton Enterprises.....	25
Foley-Belsaw Planer.....	39
Full Length Roof Framers.....	39
Irwin Company.....	23
Vaughan and Bushnell.....	36

TAPE BUMPER

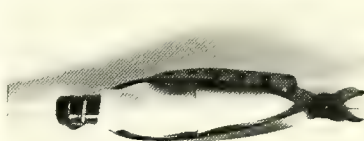


A new device for protecting power measuring tape blade tips from retraction shock has been introduced by The Irwin Company, manufacturer of measuring tapes.

The device, called the Irwin Bumper/Indicator, also slides up and down the tape blade to mark multiple measurements and to hold measurements. It is a standard addition to all Irwin 3/4" and 1" RP series automatic power tapes. We are told that the Irwin Bumper/Indicators will work equally well on most competitive power tapes with blades of those widths.

For more information, contact: Diane Schikowitz, Product Manager, Irwin Measuring Tool Co., 217 River Drive, Patchogue, NY 11772.

POWER-CORD TIE



Working with extension cords, UBC Member Phil Herbert was faced with the problem of having his tool cord pull out of his extension cord. He had to tape the plugs together or tie them in knots. This would catch on corners, ladder steps, etc., especially when working with heavy equipment overhead.

This frustrating problem remained unsolved until he retired from Local 1140, San Pedro, Calif., and had time to work on it. He came up with "WRAPSNAP," a nylon strap designed to stay with the extension cord. The strap fits the contour of the plug, so they smoothly pass by obstacles. It will take more than a 50 lb.-pull. Wrap your cord with "WRAPSNAP" in less time than it takes to cuss, put down your tool, and replug that extension cord.

WRAPSNAP isn't available in stores yet. You may order from Phil Herbert (Wrap-snap) 685 W. 1600 N. RR2, Mapleton, Utah 84663.

Two straps on a cord for \$1.98. Please include two stamps, or 40¢, for handling and shipping. Money back guaranteed.

PLEASE NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

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Let's Get Back to Basics in the Year Ahead

***The 'bread and butter'
issues remain;
the need for trade union
growth is still there!***

There's a belief in Washington, D.C., that the people who work in the nation's capital—the politicians, the government employees, and the trade union leaders—sometimes lose sight of the fact that the American people out there in the 50 states, the silent majority, the moral majority, the taxpayers, or whatever you want to call them, are not as interested in politics as they are. The people who say this are probably right.

The people who cluster around the Capitol dome, particularly the so-called special interests, think that almost anything can be accomplished by getting legislation through both Houses of Congress and then having it signed by the President. Sometimes, it seems that they might be right.

Still, I'm inclined to think that those of us who work in the District of Columbia have a lot to learn from the people back home. There's a lot of independent thinking in our cities and townships and in our local unions which doesn't filter through to the people in Washington. A look at the results of the last general election shows that pretty clearly.

In the old days, and I mean a century or more ago, when Peter McGuire and Sam Gompers were starting to launch the American labor movement, there was some recognition of the fact that legislation affects workers' lives. Those early labor leaders were fighting for the 10-hour day, then the 8-hour day, and they were battling in state legislatures for a reduction in competitive

prison labor, and for child labor laws.

But, for the most part, our forebears in the labor movement were fighting for what we still call today "bread and butter" issues—living wages, shorter hours, and better working conditions.

All through the years, for more than a century, the United Brotherhood of Carpenters and Joiners of America has been leading much of the fight for those "bread and butter" goals. But, also, down through the years we have tended to slack off from these basics of trade unionism.

And it has weakened us, as it has weakened much of the labor movement. We have become bogged down in statistics, legal precedents, and side issues. We have strayed away from the basics and become deeply involved in politics.

I am not suggesting that we should discontinue our involvement in politics. Every UBC member should be registered as a voter, and every UBC member in the United States and Canada must be made aware of the political and legislative issues which require solution. He or she must be presented from time to time with the voting records of their representatives in the Congress and in the Canadian Parliament.

But trade unionism cannot and must not stop there.

Too often, union leaders forget that their fellow members are not only trade unionists, but they might also be church members, military veterans, parents, birdwatchers—a wide variety of people with special interests of their own. Many union members are carrying their cards because those cards are their meal tickets and nothing more.

Trade union leaders also tend to forget that the North American labor movement, as it stands today, is a minority. Organized labor continues to be a prime mover in achieving a better way of life for all working Americans and Canadians, but, too often, we forget that there are a lot of freeloaders out there, who are not paying the freight for our accomplishments.

Unions represent only about 20% of the labor force today. The expansion of private-

sector jobs in the past decade has come in the low-paying, unorganized service sector. The increase of 11 million jobs between 1973 and 1979 was concentrated in the non-manufacturing sector of the economy, primarily in services and the retail trades. The fast food industry, which is frequently non-union, has spread across the land. Migratory farm workers, who are largely non-union, have been factored into the statistics. There has been an increase in white collar government employees.

But in construction and in the manufacturing and allied trades which we represent there has been a decline in union representation.

This has been partly due to the fact that we have been under heavy attack from the "Right to Workers," the right-wing conservatives, and the outright union busters, who somehow have the crazy notion that trade unionism is not patriotic Americanism or Canadianism.

The tide has been turning against us in recent years, because of the unfounded belief that "trade unions have served their purpose and are no longer needed." A lot of otherwise educated North Americans believe this. We have lost some of our pride in trade union membership.

I remember the days when a carpenter told his neighbors with pride that he was a *union* carpenter, that his father was a *union* carpenter, and that his grandfather was a *union* carpenter. He pulled out his dues book and showed the stamps and the recording secretaries' initials to prove his membership. His wife and his sons and daughters expressed their feelings of pride, too.

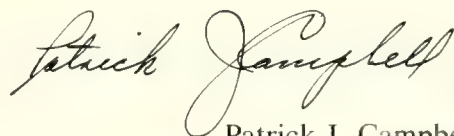
This sort of thing still goes on in many UBC households, but, little by little, things have changed in some of our households. Thanks to our hard work over the years, we have been able to send our sons and daughters to expensive colleges, and they have come out with degrees and good-paying professional jobs. They have learned to punch computers and pay bills with plastic cards, and they have lost sight of the blood, sweat, and tears of the previous generations.

I have no doubt that the time will come when those youngsters among us will learn of the advantages of trade union membership for themselves and for their country. I only hope they don't have to learn about it the hard way.

Meanwhile, we must continue to knock on the doors of the unorganized, serve on picket lines, and negotiate at bargaining tables to protect our livelihood and increase membership in the United Brotherhood.

In summary, we must return to our basics, to the bread-and-butter issues. We must organize, organize, organize. We must once again make service on a picketline a badge of pride and responsibility to our fellow members.

In short, as we begin our work in 1985, we must become reborn trade unionists with a sense of obligation to ourselves and the trade union movement.



Patrick J. Campbell
General President



THE CARPENTER

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Give them a hand!

The General Executive Board of the Brotherhood has authorized the creation of a UBC Retirees Club, a network of local organizations for retired members of the union and their spouses.

Like similar groups functioning in other trade unions, these local organizations will respond to the needs of the growing number of older citizens for recreation and social contacts, for community activities, and for important legislative and political education work.

Help them get organized; help them get their local group functioning; help them to be effective!

Our retired members have served this union very well. They deserve the best from us.

The UBC Retirees Club is open to all retirees who are members of the Brotherhood. And membership is open, also, to their spouses.

The UBC Retirees Club will serve its retired members—but in doing so it will serve the UBC, too.

It's in the interest of all of us to help create and maintain strong and lively chapters of the UBC Retirees Club . . . to cooperate with it . . . and to encourage our retired members to "keep up the good work."



NEED INFORMATION?

The UBC has created a new Retiree Department at our Washington headquarters. Every local union, district and provincial council in the U.S. and Canada has been sent an information kit on the new UBC Retiree Clubs.

UBC has the following printed materials available to your local union:

- Retirees Club Constitution and Bylaws.
- Retirees Club membership cards.
- Charter Applications.
- A poster for display at union halls.
- A leaflet for retirees telling about the Retirees Club.
- An Information Kit with printed material from the UBC, the AFL-CIO, and U.S. and Canadian senior citizens organizations of interest to retirees and to those setting up UBC Retirees Club local units.

Check with your local union secretary for details on how you can help form a local club.

February 1985

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

I am glad a system of labor prevails under which laborers can strike when they want to, where they are not obliged to work under all circumstances and are not tied down and obliged to labor, whether you pay them for it or not. I like the system which lets a man quit when he wants to, and I wish it might prevail everywhere.

I do not believe in a law to prevent a man getting rich. That would do more harm than good. So, while we do not propose any war upon capital, we do wish to allow the humblest an equal chance to get rich with everybody else.

I want every man to have a chance to better his condition. That is the true system.

ABRAHAM LINCOLN

*From a speech at
New Haven, Conn.,
March 6, 1860*



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Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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No. 2

FEBRUARY, 1985

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

No Time for Economic Complacency	Rudy Oswald	2
You, Too, Are an Organizer		4
Average Income Lower in Right-to-Work States		7
UBC Launches 'Adopt a Lumber Store' Program		8
Operation Turnaround		10
How Boycotts Have Helped Workers Win Justice		12
Organizing Director Parker Retires		13
Housing in 2000 A.D.	Barbara Moffet	15
Counterfeit Products and Lost Jobs	PAI	18
Health Hazards from Wood Dust Exposure		27
Screening Out Unsafe Workers, Does It Work?		29

DEPARTMENTS

Washington Report	6
Ottawa Report	14
Members in the News	17
Consumer Clipboard: Clothing Labels	20
We Congratulate	21
Local Union News	22
Apprenticeship and Training	26
Safety and Health	27
Plane Gossip	30
Retirees' Notebook	31
Service to the Brotherhood	32
In Memoriam	37
What's New?	39
President's Message	Patrick J. Campbell 40

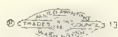
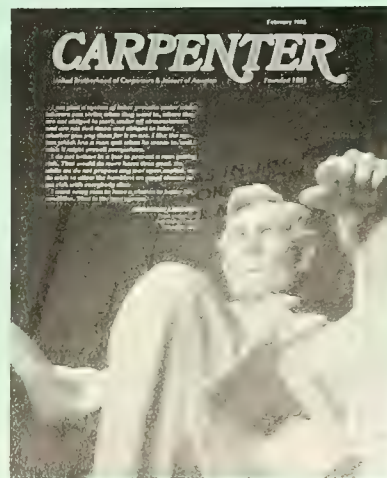
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THE COVER

Abraham Lincoln's secretary and biographer, John Hay, said that a monument to his former boss "should stand alone, remote from the common habitations of man, apart from the business and turmoil of the city—isolated, distinguished, and serene." The site chosen was a swamp along the river in Washington, D.C., home to numerous frogs and insects. Critics considered it an impossible choice. Hay said, "Of all the sites this one, near the Potomac, is most suited to the purpose."

And time seems to have proved Hay correct. The crowd attending the building's dedication, May 30, 1922, stretched to the Washington Monument, almost a mile away. The statue of Lincoln, pictured on our cover this month, continues to be one of the most popular tourist attractions in Washington, D.C. The memorial inspires awe and respect. We commemorate Lincoln's birthday on February 12.

The building, created by Architect Henry Bacon, is a white marble temple in the classic Greek tradition, with 36 fluted columns representing the states in the Union at the time of Lincoln's death. Thin marble panels in the ceiling were treated with beeswax to make them translucent. The stupendous seated figure of Lincoln, created by Daniel Chester French, is 19 feet tall and composed of 28 blocks fitted together so perfectly as to appear a single stone. And French worked for seven years to perfect the lighting for his "brooding masterpiece."—*Photograph from H. Armstrong Roberts.*



Printed in U.S.A.

This Is No Time For Economic Complacency

By Rudy Oswald
AFL-CIO Chief Economist

The rosy economic forecasts for 1985 are threatened by the dark storm clouds of high federal deficits, high interest rates, and an overvalued dollar. While most forecasters continue to talk about 1985 as another year of recovery from the worst post-war recession, the general outlook is for no improvement in the current high levels of unemployment.

For many workers, the current 7.2% unemployment obviously means they're still in a recession, but the economists consider it as an improvement from the depths of the last recession. The current 7.2% unemployment level is a level of unemployment higher than any year in the post-war period prior to the 1980s, except for the 1975 recession.

The consensus among economic forecasters is that the economy will grow in 1985 at a 3.3% rate, after adjusting for inflation. In a poll of 50 economic forecasters, they all predicted continued growth, but some predicted growth as slow as 1.3% and others as fast as 4.8%. Little change is expected in the inflation rate, as a 4.2% increase in the cost of living is predicted for 1985.

Consensus Outlook For 1985			
	Average	Low	High
Real GNP (% Growth)	3.3%	1.3%	4.8%
CPI-U (% Change)	4.2	1.2	5.5
Unemployment Rate (Civilian)	7.2	6.7	7.7

Source: Eggert's Blue Chip Economic Indicators, Jan. 10, 1985.

What do all these economic numbers mean for workers?

First of all, it means that unemployment at 7.2% (8.2 million workers) will remain high for the next year and the unemployed will be denied the promise of the 1978 Humphrey-Hawkins Act to reduce unemployment to 4%. There is little hope that the Reagan Administration will advocate—or even sign—any major program to alleviate the problem of unemployment.

Secondly, the rate of inflation will be substantially lower than the extreme periods in the 1970s after the big oil price run-ups by the OPEC countries, but it will still be relatively high by historic terms. It also means that workers' wages have to increase by more than 4.2% to keep their buying power from declining.

Thirdly, the economy will not be growing at a rate rapid enough to reduce the federal debt. Thus, the budget deficit problem will not be cured by economic growth as President Reagan so cavalierly promised during his re-election campaign. The budget is out of whack because the enormous 1981 tax cuts robbed the government of the revenue necessary to run essential programs. At the same time, corporations and wealthy individuals received major tax breaks, and huge increases in defense spending were enacted, with no provisions for funds to pay for such outlays.

The basic Social Security program will be in surplus until well into the next century, but many Republicans still talk about cutting promised Social Security benefits. The proponents of this approach want to run up bigger surpluses in order to offset the deficits in the other parts of the budget.

Meanwhile, the President continues to call for substantial increases in defense spending, but is unwilling to face up to raising the money to pay for such increases. Both the President and Senate Republicans are calling for major cuts in a variety of social programs, cuts that will hurt workers, communities, and the poor. The Administration is shifting part of the burden onto government workers by proposing a 5% cut in their salaries. Besides the inequity of such a proposal, the President sends a signal to all business that it is proper to cut workers' wages. Budget cuts are being proposed in the basic housing programs, community development programs, urban and regional development programs, urban mass transit and the Amtrak program, and other con-



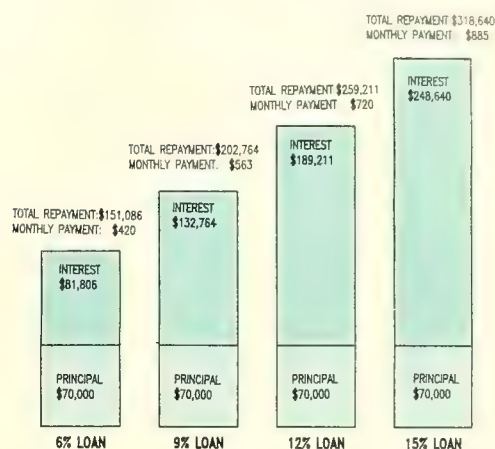
RUDY OSWALD, director of the AFL-CIO's Department of Economic Research since 1976, serves on a number of governmental and private boards and advisory committees. He is a member of the Advisory Committee on Trade Negotiations and the Services Policy Advisory Committee to the U.S. Special Trade Representative; and a member of the Labor Research Advisory Council to the U.S. Bureau of Labor Statistics. He serves on the Board of Directors of the National Bureau of Economic Research, The Joint Council on Economic Education, and the Industrial and Labor Relations Advisory Council of Cornell University. Oswald received his Ph.D. from Georgetown University and has taught economics at George Washington University.

UNEMPLOYMENT REMAINS CRITICALLY HIGH



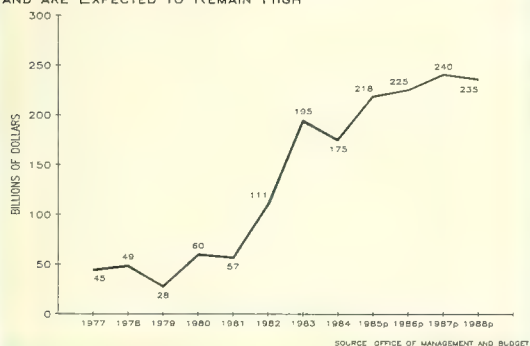
Interest on a 30 Year Mortgage Loan of \$70,000

An Increase in the Interest Rate of 1% Raises the Cost of a Home \$15,850, and a 3% Increase Raises the Cost \$47,550



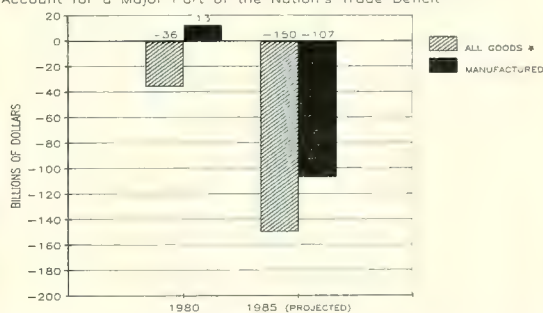
SOURCE: AFL-CIO RESEARCH DEPARTMENT

FEDERAL BUDGET DEFICITS HAVE INCREASED DRAMATICALLY AND ARE EXPECTED TO REMAIN HIGH



U.S. TRADE DEFICIT

High Imports and Lost Markets for U.S. Manufactured Goods Account for a Major Part of the Nation's Trade Deficit



* INCLUDES AGRICULTURE, MANUFACTURING AND MINERALS INCLUDING PETROLEUM
SOURCE: U.S. DEPARTMENT OF COMMERCE, MANUFACTURING PROD. ESTIMATED USING 1984 PROPORTION

struction grants for sewer and water. These programs were designed to satisfy essential housing development and infrastructure needs and at the same time created many needed jobs in construction and other industries.

In addition to the budget problems, this country faces a massive trade deficit that will only worsen in 1985. Five years ago, the trade deficit was \$36 million, but in 1985 it is expected to balloon to \$150-175 billion. Whereas in trading manufactured goods, the U.S. had a \$13 billion surplus in 1980, the 1985

situation is a saving to a deficit of \$107 billion in manufactured goods. Imports continue to flow into the U.S. market while exports struggle to hold their own in foreign markets. In the last 4½ years, the value of the U.S. dollar has increased by more than 70% against the average value of other major currencies. For example, in July of 1980, the exchange was 1.75 marks for a dollar and in mid-January, 1985, the value of the mark had changed to 3.20 to the dollar, meaning that German goods were now 83% cheaper than 4½ years ago, while it cost the

Germans 83% more to buy U.S. goods. The currencies of some other countries have increased similarly.

As a result of changing the value of the dollar and the export-import policies of other countries the United States is undergoing a serious trade attack in many manufacturing sectors. Particularly hard-hit have been steel, machine tools, textiles, and many other manufacturing industries. Even the so-called high-tech industries have not been immune to the new inflow of imports since many U.S. firms have now decided

Continued on Page 10

You, too, are an organizer

The United Brotherhood's fulltime representatives and the entire union membership must work together to enlist new members in the months ahead . . .

It is no earth-shaking revelation to state that organizing workers at a construction site, industrial shop, or manufacturing plant is a difficult job . . . a job that doesn't promise to get easier in 1985.

The current climate of high unemployment (*See the chart on unemployment levels on Page 3*), the intense pressure from employers for wage concessions, the continuing threat of plant closings due to foreign and domestic non-union competition, and the log jam at the National Labor Relations Board all add up to problems for union organizers across North America.

The UBC has weathered the storms of the recent recession and the various union-busting drives better than most organizations. Tough times have brought out the best in us. We are making progress in the construction industry with Operation Turnaround (*See Page 10*), and our twin organizing programs—VOC (*volunteer organizing committees for industrial members*) and C-VOC (*volunteer organizing committees for construction members*)—have been established in many local unions and councils. Our industrial membership is increasing. It appears that we've turned the corner and that hopefully, we will achieve continued membership gains in 1985.

But our UBC organizing programs cannot succeed unless more individual members take the initiative and give our fulltime organizers and business agents leads and support in their work.

SHOW-AND-TELL HELPS

This might consist of simply telling your local union or council representative that such-and-such a place down the road is non-union and that the workers there are unhappy with their wages and working conditions. It might consist of telling a former member who has strayed from the ranks that he's hurting himself and his fellow workers until he rejoins the union. There is plenty of organizing work to be done in residential construction; you might lend a hand there. Why not volunteer whatever assistance you can provide to your local's VOC members? If your local union doesn't have a volunteer organizing committee, ask why not.

There's a questionnaire on the opposite page, which we urge you to fill out and mail to the UBC Organizing Department at the General Office in Washington. (*The address is on the questionnaire.*) Your answers to questions in this questionnaire might be just the information needed to strengthen the union in your area and help to give you



and your fellow workers the unity and support needed at the bargaining table at the next contract negotiations.

In many situations today management will tell you that it can no longer afford to pay wage increases because of the stiff non-union competition it faces. The company expects that this competition will increase. Your wages and benefits will be constantly threatened unless you help UBC organizing teams overcome this non-union competition by organizing the unorganized.

'I WOULD JOIN, IF I COULD'

In a major poll conducted by the *Washington Post* and *Newsweek* magazine on attitudes toward unions, 51% of the non-union people sampled said yes to the question, "If you were working on a job where you could join a labor union, do you think you would join or not?" Only 40% said they would not join, and 9% had no opinion.

There are workers ready to join the UBC out there. We must sign them up!

There was another question in the *Washington Post-Newsweek* poll: "How would you rate the accomplishments of the union you belong to?" (*Only 15% of the sampling belong to a union.*) More than 79% of those responding rated the accomplishments of their union excellent or good. **Let's make that percentage 100%!**

YOUR ORGANIZING WORK SHEET

Yes, I want to join the UBC volunteer organizing team. I am (check one): ☐ an industrial member.
☐ a construction member.

We want your organizing assistance, no matter how insignificant it seems. Your suggestions might offer just the key needed to achieve a 100% union security in your community. Fill out the questionnaire below and mail it in today. Your suggestions will be kept confidential. Instructions for mailing are at the bottom of the questionnaire.

Name _____

Address _____

Telephone No. (include area code) _____

Local Union No. _____

This is someone you might talk to about joining the United Brotherhood:

Name _____

Address _____

Telephone No. _____

Where is he or she employed? _____

Any other persons we might contact?

Name _____

Address _____

Telephone No. (include area code): _____

Where is he or she employed? _____

The following person has expressed interest in joining the UBC:

Name _____

Address _____

Telephone No. (include area code) _____

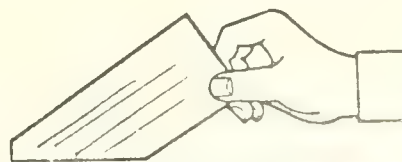
Where is he or she employed? _____

Can you suggest some organizing targets in your area?

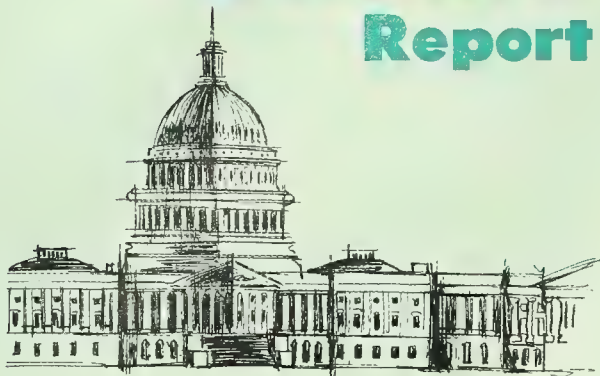
Construction contractors? _____

Industrial plants? _____

After you have completed this questionnaire, as much as possible, please mail it to: Organizing Department, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.



Washington Report



COALITION ON CLEAN WATER

A unique ad hoc coalition of more than 35 environmental, industry, and labor groups, including the United Brotherhood, is continuing to push the Senate to pass the Clean Water Act.

While acknowledging that members of the coalition "vary in our positions and approaches to several important issues, we are united in urging that the Clean Water Act legislation be considered by the Senate as soon as possible." Besides several environmental groups (the American Clean Water Association, the Environmental Policy Institute, Izaak Walton League, National Audubon Society, National Wildlife Federation, Sierra Club), the coalition includes such as the: American Concrete Pipe Association, American Paper Institute, American Subcontractors Association, Associated General Contractors of America, Building and Construction Trades Department AFL-CIO, General Electric Co., General Mills Inc., Kaiser Aluminum and Chemical Corp., National Association of Regional Councils, National Forest Products Association, Occidental Petroleum Co., Water & Wastewater Equipment Manufacturers Association, and the United Brotherhood.

PLANT-CLOSING DATA STALLED

The Reagan Administration is balking at complying with a congressional directive to the Bureau of Labor Statistics to gather data on the impact of plant closings and large-scale layoffs.

Congress earmarked \$5 million to get the program under way as part of a \$152.9 million BLS appropriation passed last October. BLS officials said at the time that they would contract with the states to provide the data, utilizing the existing system for collecting unemployment insurance information.

But the White House has now informed Congress that it doesn't plan to spend the money during the fiscal year covered by the appropriation, which runs through September 30, 1985. Most informed sources consider this a prelude to a formal request to Congress to rescind the appropriation.

The layoff and plant-closing reporting system would have replaced a limited layoff report which the Labor Department abandoned in 1983.

MISSING CHILDREN HOTLINE

Thanks to the efforts of Former Congressman and now U.S. Senator Paul Simon of Illinois, and Senators Paula Hawkins of Florida, Arlen Specter of Pennsylvania, and Bill Bradley of New Jersey, there is now a toll-free hotline operating in the nation's capital to gather information on missing or exploited children.

The toll-free number (1-800-843-5678) serves the contiguous 48 states, and it should be used by anyone having information that could lead to the recovery of a missing child, whether the child is a victim of abduction by a stranger or parental kidnapping. Calls are also being taken on the whereabouts of runaway youths, with referral as warranted to an existing federal program that aids runaways.

The hotline office operates from 9 a.m. to 3 a.m., Monday through Friday, and hopes to eventually handle weekend calls as well.

Funded initially by a \$10 million appropriation under the Missing Children's Assistance Act, signed by the President in October, the hotline staff works in cooperation with the Office of Juvenile Justice of the U.S. Department of Justice. Information gathered by the hotline is computerized and transmitted to appropriate law enforcement agencies.

An estimated one million children disappear from their homes each year, we are told.

U.S.-SOVIET LINK-UP NOTED

Senator Spark Matsunaga of Hawaii has proposed that the United States and the Soviet Union jointly commemorate the 40th anniversary of the historic linkup of American and Russian armies that sealed the fate of Nazi Germany in World War II.

In a letter to President Reagan, Matsunaga wrote, "At a time when the superpowers are seeking ways to reduce tensions that have set the world on edge, we believe it would be fitting to commemorate jointly the historic linkup that sealed the fate of Nazism. . . . Joint commemoration of April 25, 1945, will remind us all that even ideological antagonists can find unity in a higher cause."

MULTI-EMPLOYER PENSIONS

Collectively bargained multiemployer pension plans covering about 9.1 million workers were better funded in 1979 than their single-employer counterparts, says a study released by the U.S. Department of Labor.

According to the study, multiemployer pension plans negotiated through collective bargaining had sufficient assets to fund, on average, 90% of the value of vested benefits. Negotiated single-employer plans, on the other hand, had assets equal to an average of 84% of the value of vested benefits.

SLOW MANUFACTURES for '85?

Most U.S. manufacturing industries will experience continued but slower growth during 1985, while service industries will continue their long-standing steady growth trends, the Commerce Dept. predicts.

The department's Industrial Outlook report said, "Growth rates for 75%" of the more than 200 manufacturing industries in its forecast "should be lower than in 1984 when the nation was rapidly recovering from the 1981-82 recession."



May 4 will be L-P Boycott Day

UBC Launches 'Adopt a Lumber Store' In Louisiana-Pacific Boycott Campaign

With the strike by 1500 UBC members against L-P entering its 20th month, General President Campbell in a letter to each UBC local called on the membership throughout the country to initiate boycott activities at lumber dealers and stores carrying L-P wood products in their area. Citing the boycott's current successes in curtailing L-P's distribution system, Campbell said that an aggressive national boycott effort would "severely cripple" L-P. In a recent release to the press, Campbell cited over two hundred retail stores which had stopped selling L-P wood products following UBC boycott hand-billing and picketing.

In order to increase the boycott activities at retailers of L-P products, an "Adopt a Lumber Store" program is being established. Each local union in the Brotherhood is asked to identify a lumber or home products store which sells L-P wood products in its area. A quick visit to an area lumber dealer will enable one to determine if unfair L-P wood products are sold. L-P brand name products include: L-P Wolmanized; Cedartone; Waferwood; Fibrepine; Oro-Bord; Sidex; Ketchikan; Pabco; Xonolite; L-P-X; L-P Forester, and L-P Home Centers. Boycott activities conducted in accordance with the guidelines that have been established for the campaign should begin at identified stores and be conducted on a regular basis.

Employer attacks on workers'

TO: All UBC Locals
FROM: Patrick J. Campbell
RE: Louisiana-Pacific Strike

As you know, 1,500 of our brothers and sisters in the Pacific Northwest have been on strike against Louisiana-Pacific Corporation for over 19 months. Many of you have responded whole-heartedly to the call for support of these workers in their struggle. Your financial support has helped these workers endure tremendous hardships. Your words of encouragement, moral support, and hard work on their behalf has bolstered the determination of these strikers committed to protecting their livelihoods and that of their families. For all of this, I express my deepest personal appreciation.

The fight is far from over. Each local union in this Brotherhood, indeed each member of this organization, can and must play a role in this fight. The L-P strike poses a challenge we all must respond to.

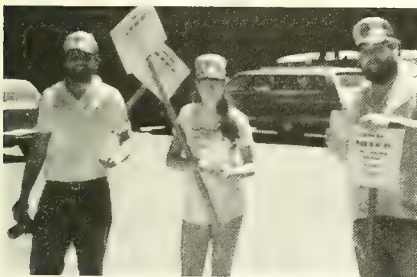
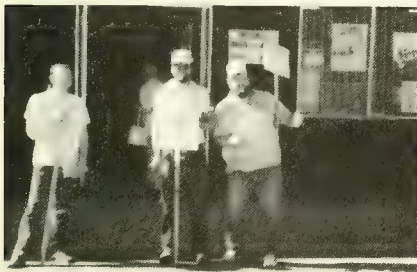
The Brotherhood initiated a boycott of L-P wood products sold throughout the country nearly one year ago. Due to the hard work of members in areas such as Texas, Minnesota, the West Coast, New York and New England, we have had a significant impact on the sales of L-P products. We must, however, get everyone more actively involved in the boycott. As an organization with membership in every state of the union, we have the potential to severely cripple this company with our "Don't Buy" effort.

To establish this nationwide presence, we are initiating an "ADOPT A LUMBER STORE" program. The idea is simple: each construction and industrial local in the Brotherhood should identify a local retail store in its jurisdiction selling L-P wood products and begin regular boycott activities in accordance with instructions we will mail to you. Visit the stores in your area, find one selling L-P products, let us know the store name and address and we'll provide all the boycott literature you'll need.

I've committed the Brotherhood to fighting L-P for one simple reason: L-P is attempting to destroy the livelihoods of our brothers and sisters in the Pacific Northwest. Other forest products corporations are watching our struggle against L-P very closely. We must show every and any employer in this country that we will respond in force whenever any of our members are challenged. Throughout the country, our members face threats in both the construction and industrial sectors. There are many problems that need answers. One of the answers is clear: we must respond to our problems as a Brotherhood united. This union is only as strong as its membership. If together we can fight L-P and win, together we can face any challenge from anyone.

livelihoods, such as at L-P, are growing increasingly common in the current political and economic environment. In the forest products industry, the problems are not confined to L-P nor to the production side of the industry. While other producers in the industry talk of taking L-P's lead against its production workers, the nearly \$7 billion of new plant construction planned in the industry in 1985 will be let to nonunion general contractors. The problems in the forest products industry which UBC members, other production unions, and Building Trades unions generally face are pervasive and demand an aggressive unified labor response.

The UBC General Executive Board, at its recent winter meeting, voted to intensify the boycott effort against Louisiana-Pacific products. In addition to the "Adopt a Lumber Store" program previously mentioned, the Board voted to declare Saturday, May 4, 1985, as "L-P Boycott Day," and it calls upon the entire North American labor movement to join in a demonstrated solidarity on that day.



At top, Dick Kane, Wesley Johnson, and David Coverston, all members of IWA Local 3-469, display signs at Mendo Mill and Lumber Co., Willits. In picture below, Johnson and Coverston are joined by Christina Couthrn.

On the opposite page, from left: William Harman, president LPIW Local 2882, Santa Rosa Calif.; Marlene Bashore, wife of Rep. Norman Bashore; and Kim Vagt, UBC Local 751 at the Yeager and Kirk Store, Ukiah, Calif.; Bob Duryea, Local 751; UBC Rep. Bashore; David Coverston and Kenneth Alfaro of IWA.



New U.S. Tax Proposals Have Some Troublesome Provisions For Workers

As the new Congress returns to face some very difficult economic problems generated by the Reagan Administration's massive federal budget deficits, middle class workers and the working poor could once again be asked to pay the bill for economic recovery. While tax alternatives are still surfacing, the various "tax simplification" schemes discussed to date merit close scrutiny, as the promise of lower tax rates does not necessarily translate into lower taxes for working families.

The Reagan Treasury Department tax proposal contains a laundry list of proposals which are hostile to the interests of working men and women. Particularly troublesome provisions include those calling for the taxation of important fringe benefits such as health and life insurance, child care, employer paid educational training, and group legal services plans. Caps of \$175 per month for family plans and \$70 for individual plans would be placed on employer contributions to worker health and safety plans, with contribution amounts exceeding those limitations charged to workers as taxable income. Employer contributions for life insurance policies would likewise be treated as taxable income. Any payment for employer provided legal services, child care services, or commuting expenses would all be taxable to the employee as current income. The impact of such proposals would be not only to raise the taxes of many workers, but would also force the curtailment or modification of many fringe benefit plans.

The Treasury proposal goes further by calling for the taxation of unemployment compensation and the benefits provided to the disabled under workers' compensation. The elimination of the deduction for state and local taxes, and the curtailment of charitable deductions will also significantly affect many workers. Many of these same provisions and others will also be part of "tax reform" and "tax simplification" proposals advanced by

Congressional members on both sides of the aisle.

American workers have already paid

Continued on Page 24

SAMPLE TAX LETTER

Write your Congressman a letter of protest like the one below.

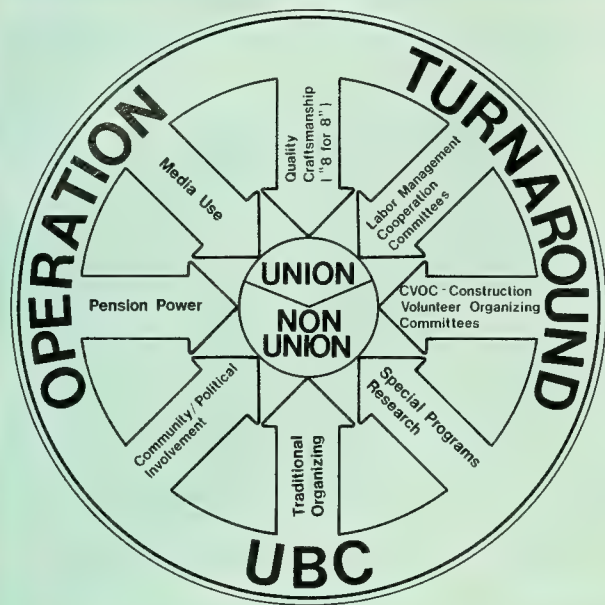
Representative _____
U.S. House of Representatives
Washington, D.C. 20515

Dear Representative _____:

I am writing to express my concern about several of the tax proposals being considered in Congress. I am aware of the great problems caused by the tremendous federal deficit, because as a worker, high unemployment and high interest rates have been particularly hard. The solution to our deficit problems is not more taxes on working people and their families. I am totally opposed to proposals to tax health and welfare and other fringe benefits for which workers have worked hard and on which they depend so much. Taxing benefits such as health and welfare, life insurance, child care, group legal services, workers' compensation, and unemployment payments is not fair.

I hope you agree with me, and will strongly oppose proposals to increase taxes on working Americans, who always have been willing to pay their fair share. Please let me know how you feel on the issue of new taxes. Thank you.

Sincerely,



Cooperation, Inc. Receives Top '84 Grant

Two Jointly-Funded Colorado Labor-Mgt. Committees Set Trends

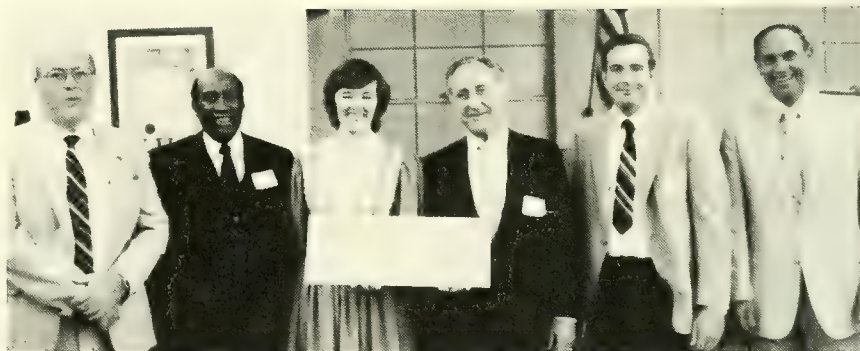
Cooperation, Inc., the jointly-funded, labor-management cooperation committee of the Colorado Centennial District Council of Carpenters and the Colorado Construction Contractors Group, was recently awarded a \$93,156 grant by the Federal Mediation and Conciliation Service (FMCS) Labor-Management Programs Department.

The grant, the largest awarded any labor-management committee last year, is part of the relatively small \$1,000,000 total package available from the FMCS. Two Operation Turnaround Labor-Management Committees have been awarded grants from the FMCS: "Excel" which is a Building Trades and management committee in Portland, Ore., and "Cooperation, Inc.", a carpenter/millwright and contractor association committee based in Denver, Colo.

Colorado boasts two innovative and functioning labor-management cooperation committees: Cooperation, Inc., and the Associated General Contractors' Labor-Management Cooperation Committee (AGC LMCC), also in Denver.

Berthoud, Colo., Local 510 Business Representative Gary Knapp played a major role in the creation of both committees. Brother Knapp spent months hammering home the importance of promoting union construction to the consumer/user through the vehicle of joint labor-management cooperation. He did this on the district council delegation level with the association and with members attending local union meetings as well. Knapp reports that a great deal of effort on both the district council and management sides was required to implement the jointly funded committees.

Today the AGC LMCC is well on the way to accomplishing its initial goals. Three 30 second audio tapes have been produced and



Pictured at FMCS award ceremony from left to right: John Donlon, Colorado Building Trades Council executive director; Willie E. Anthony, Cooperation, Inc., executive director; Representative Patricia Schroeder of Colorado; Kay McMurray, FMCS executive director; James Howell, James R. Howell & Co.; and Forrest Crouse, business manager, Colorado Centennial District Council of Carpenters.

are being aired on local radio stations at 6:30 a.m. and 4:30 p.m. each day in Denver. The tapes extol the advantages of working and building union to listeners going to and from work.

Also, this pace-setting committee is developing apprentice-education programs dealing with such subjects as safety, the real costs of doing business, union history, and structure, among others. The AGC LMCC is directed by Bill Striegel.

Cooperation, Inc., on the other hand, has focused its attention on productivity and specifically the reduction of unexcused absences in the construction work place pertaining to the jurisdictions of the carpenters in Colorado and millwrights in Colorado and Wyoming.

Executive Director Willie E. Anthony reports the Committee is implementing Quality

Circles (QCs) at selected job-sites in piloting an industry-wide Absentee Prevention-Program. QCs, Anthony reports, are established to allow employees to participate in the decision-making process as a means of increasing productivity and the quality of services the industry provides. QCs include labor and management employees and are designed to accommodate the ever-changing-workplace nature of the construction industry.

The Federal Mediation and Conciliation Service in Washington, D.C., is accepting grant proposal applications from now until May 10, 1985. Innovative, well-organized and goal oriented Labor-Management Cooperation Committees will be considered for grant awards. For further information contact the FMCS in Washington or your Organizing Department in the General Office.

Turnaround At Oregon Mill

Members of Local 3009, Portland, Ore., of the Lumber, Production, and Industrial Workers, at the Gregory Forest mill in Glendale, Ore., took a \$1-an-hour cut in pay to help make improvements in the mill equipment possible. Eight new steam chests, which can heat logs to almost 200 degrees resulting in higher grade veneer and less waste, were added to the mill this past fall.

Dick Gregory, owner of Gregory Timber, explained, "If it hadn't been for the understanding and sacrifice of those who work in the mill—not only would the project not have been built, but Gregory Timber would have been forced to close the doors."

The increased productivity and higher quality is expected to result in a \$4,000-a-day savings. The workers will be paid a 30% bonus from these savings up to the point that they recover their \$1 per hour rollback, and 10% of the savings from that point forward.

S & B James Construction Company was credited with implementing the concepts and techniques of cooperation and employee involvement, combined with sharp manage-

More than 100 people gathered at the Gregory Forest Products Mill to witness the dedication of eight new steam chests.



Marvin Hall, executive secretary of the Oregon State District Council, right, presented a plaque honoring the union workers of S & B James Construction Company. Jim Fox, left, is research coordinator for the Oregon State District Council.

ment skills to complete the project 23 days ahead of schedule. Sam James is a member of the EXCEL Labor Management Committee. A bonus of \$2,000 a day was awarded to the James Construction Company for its speedy work. A penalty of \$4,000 would have been charged for each late day. James Construction finished 23 days ahead of schedule.

Marvin Hall, executive secretary-treasurer of the Oregon State District Council of Carpenters, was called to the podium to present to Sam James a plaque which read: "On this, the sixth day of August, 1984, the Oregon State District Council of Carpenters, in recognition of outstanding performance and quality construction, presents this Award of Excellence to Sam James and Crew, of S & B James Construction Co., for work performed on the Gregory Timber Resources Project, Glendale, Ore.

Hall explained that Sam James is a member of the EXCEL Labor Management Committee and that by implementing the concepts and techniques of cooperation and employee involvement combined with sharp management skills proved that union contractors can save money without sacrificing quality or exploiting construction workers.

James, in accepting the award, thanked his crew for a job well done, and his suppliers and subcontractors for their cooperation.

"This is a common-sense approach to construction problems and I hope that this is just the beginning of what can be accomplished through EXCEL and a cooperative effort," said James.

Highlighting the agenda, the guest of honor, Oregon Governor Vic Atiyeh, was introduced to the assembly and congratulated Sam James and the workers at the mill for their accomplishment.

Durst Named To OSHA Group

The Occupational Safety and Health Administration has appointed Joseph L. Durst, the United Brotherhood's director of occupational safety and health, to its Advisory Committee on Construction Safety and Health.

Other labor members on the 15-member panel include Iron Workers Vice President Robert E.P. Cooney; Joe A. Adam, safety and health director, Plumbers and Pipefitters; Jim E. Lapping, safety and health director, AFL-CIO Building and Construction Trades Dept.; and George E. Smith, safety director, Electrical Workers.

Reciprocals in Montana, Too

In the December, 1984, *Carpenter* we published the latest list of United Brotherhood Reciprocal Agreements under the Pro-Rata Pension Plan (Pages 12-15). We should have repeated one three-state agreement under each state titling. Our apologies for not doing so. The Washington-Idaho-Montana Carpenters Employment Retirement Trust covers many members in all three states and is located at E. 123 Indiana St., P.O. Box 5434, Spokane, Wash. 99205. For the list of local unions covered by this agreement see Page 15 of the December issue.

Union Industries In Milwaukee

The 1985 AFL-CIO Union Industries Show will be held March 29-April 3 at Milwaukee, Wisconsin's MECCA Convention Hall. The 40th edition of the mammoth labor-management exposition of American-made products and services returns to the Wisconsin city after an absence of 10 years. The Milwaukee District Council of Carpenters, working with the UBC General Office, will be a major exhibitor. There will also be exhibits by Glass Bottle Blowers, Bakers, Electrical Workers, and many other skilled trades. Admission is free. Show hours are 1 p.m. to 10 p.m. each day.

How boycotts have helped workers win economic justice

One of the most effective way unions have found to help win their struggles for economic justice has been through product boycotts in the marketplace.

Boycotts helped the Amalgamated Clothing Workers win their long strike against Farah Manufacturing Co. a decade ago. Boycotts helped a coalition of unions win a fair settlement with General Electric Co. in 1970. Boycotts helped the United Rubber Workers win a major strike. And, of course, who will ever forget the epic grape (and lettuce) boycotts conducted by the United Farm Workers?

The use of the word "boycott" developed from the sufferings of Irish peasant farmers during the late 19th Century. A land agent named *Boycott*, representing British landlords, was notorious for the starvation wages he paid, and for his frequent evictions of poor farmers for petty reasons.

In 1880, as a last desperate measure, the peasants of County Mayo decided to cease all services to the Boycott family—and thereby *boycott* them. The Irish Land League, an organization protesting evictions, made use of the new tactic and widened its use to a refusal to purchase goods produced by unfair employers.

One of the first early American uses of the boycott came years before the American Revolution. Colonists were very unhappy with certain British actions, such as the Stamp Act of 1765, and decided to retaliate by refusing to import British goods—a boycott. The Boston Tea Party of 1773 was itself an effort to enforce a boycott on British tea.

A boycott poster of the Revolutionary War era read:

"It is desired that the Sons of Liberty would not buy any one thing of them (names of merchants) for in so doing they will bring disgrace upon themselves forever and ever. Amen."

The boycott was used early in 1834 by striking shoe binders and cordwainers in Lynn, Mass., urging that the citizens of Lynn should not patronize the shoe manufacturers. The technique was refined later in the 19th Century when "sentinels" (today known as informational pickets) were stationed near the

stores of offending merchants "notifying people of the facts."

The Knights of Labor during the 1880s and 1890s made extensive use of the boycott, preferring it to strikes.

The main shortcoming of the boycott during the late 19th Century was that too many firms were boycotted at one time. In 1889, for example, 196 firms were boycotted across the U.S. at one time.

When the boycotts were declared by labor unions against suppliers of basic necessities (like food and clothing), chances for success were high. But boycotts by unorganized workers usually fell short of their objectives.

Despite the problems of overuse that limited the effectiveness of boycotts, U.S. manufacturers joined together in an Anti-Boycott Association and attempted to eliminate boycotts in the courts. Two cases during the first decade of the 1900s severely limited organized labor's ability to use the boycott.

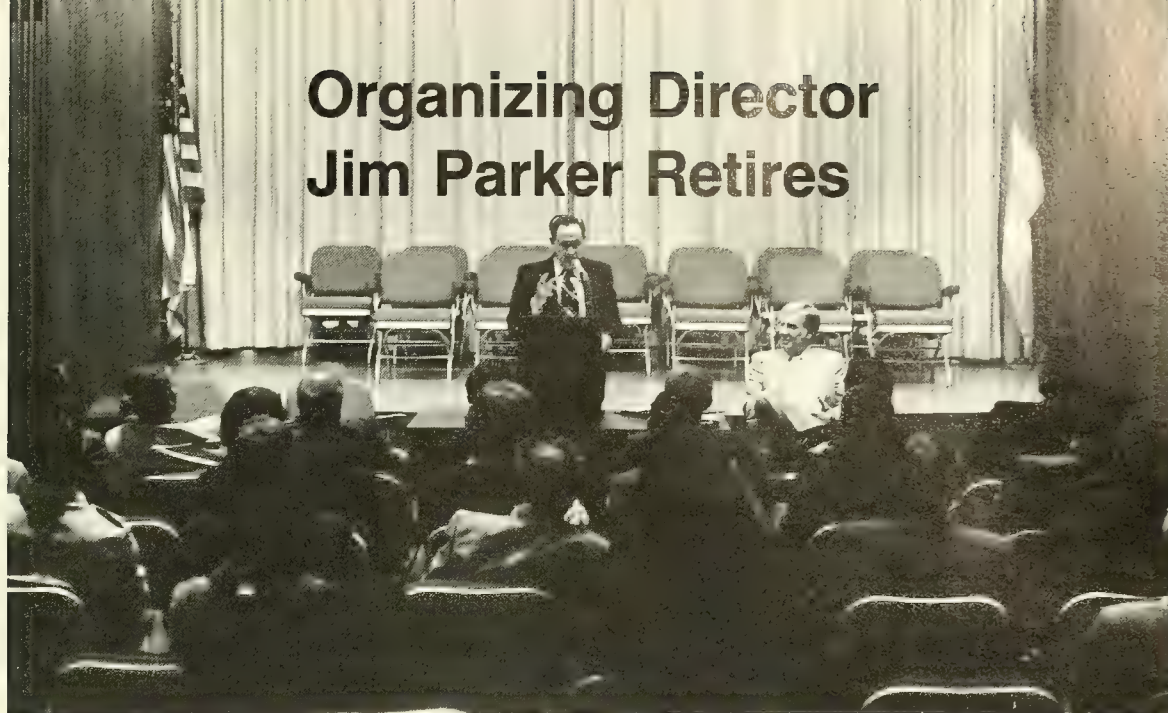
The *Buck's Stove Company* of St. Louis, Mo., was boycotted in 1907 by the AF of L for unfairness to its workers, members of several metal trades unions including the Molders and Polishers. A court injunction stopped the union boycott and later resulted in "contempt" convictions against Samuel Gompers and other union leaders.

The *Hatters of Danbury*, Conn., sought to organize the Loewe hat firm of that city, but the company refused to recognize the union. Workers organized a boycott and it was going well. So the company went to court and charged that "restraint of trade" was a violation of the Sherman Anti-trust Act. The courts agreed and awarded the company treble damages—at the union's expense.

Court decisions such as these virtually eliminated the boycott as a retaliatory tool of workers until passage of the Norris-LaGuardia Act of 1932, which limited ability of courts to issue injunctions against boycotts. It was because of political action by unions that workers could continue boycotts when needed.

American workers have always sought to use their power as consumers to further their economic interests. It is only through the political process, however, that the freedom to boycott unfair employers has been protected.

Organizing Director Jim Parker Retires



Organizing Director Parker doing what he does best: delivering the message

Director of Organizing James A. "Jim" Parker stepped down from his last post with the United Brotherhood of Carpenters and Joiners of America January 30. The UBCJA bids adieu to one of the driving forces behind the Brotherhood's 105 years of progress. Parker leaves behind him a legacy of UBC institutions—Voluntary Organizing Committees [VOC], UBC membership in the Industrial Union Department, and Operation Turnaround, to name only three.

Born September 8, 1916, in Clarendon County, S.C., Parker started work at an early age, following the Depression of 1929, which forced his father to leave the farm and take a job at a sawmill—\$1.50 for a 10-hour day. Young Jim started his working career as a tadder in a stave mill—75¢ a day. He later found work at a furniture manufacturing plant in Sumter, S.C., and joined UBC Local 1992 during a UBC organizing drive of the company. Initial success of the union raised wages from 10 to 20¢ an hour, but the success was short-lived following a determined effort by management to destroy the newly-formed local.

Jim sold insurance for a short time, then returned to the field of carpentry. On January 21, 1941, he joined Local 159, Charleston, S.C. He was elected recording secretary, and during the next few years he also served as secretary of the Charleston Central Labor Union and as managing editor of *The South Carolina Labor News*.

In November, 1945, he was elected



In the pictures above, Parker speaks to gatherings of local representatives in the General Office auditorium. In the middle picture, he and Gen. Rep. Al Rodriguez, left, meet with Puerto Rican UBC leaders. In the lower picture, Parker discusses the progress of young Alice Perkins with her mother at a fund-raising auction for Alice in Tennessee.

financial secretary of Local 159. In 1947 he was appointed an AFL organizer by the AFL's southern director. Within a couple months, Jim moved from this appointment to accept one from then General President M.A. Hutcheson to be an organizer-representative for the United Brotherhood.

Ten years later, April 1, 1957, Jim Parker was transferred to Atlanta, Ga., as assistant to the director of the Southern States Organizing Office. When the director position became vacant in 1961, Parker was appointed regional director of the Brotherhood's Southern States Organizing Office.

In May, 1972, when Anthony "Pete" Ochocki stepped down from his position as UBC Director of Organizing to fill the post of Third District Board Member, Jim Parker was appointed to fill the vacancy.

All along his UBC career, Jim continued to learn. He has taken courses in personnel management, architecture, furniture designing and building, contracting, and estimating. In 1960, following a study of law, he received his bachelor of law degree from the Blackstone School of Law. He is also a life member of Hammerton Masonic Lodge No. 332, N.C., S.C.

Jim Parker has had the honor of serving under five general presidents. "Bill" Hutcheson to General President Pat Campbell, in several capacities, not the least of which he currently leaves—directing a continent-wide staff of field organizers. He assisted at the 1983

(Continued on page 15)

Ottawa Report



YEAR ON PENSION 'EARNINGS'

The Canadian federal government has decided to wait one year before considering pension income as earnings when determining eligibility for unemployment insurance, Employment Minister Flora MacDonald has announced.

And a similar provision regarding severance pay will be delayed until next April 1 for workers not covered by collective agreements. For those covered by a collective agreement, the existing regulations concerning severance pay will apply over the life of any agreement signed before December 31.

The government announced in its November 8 economic statement that it intended to count employment pension income and separation payments as earnings when determining an individual's eligibility for unemployment insurance benefits.

Ottawa hoped to save \$90 million in 1985-86 by reducing the jobless benefits by at least a percentage of the pension or separation payments.

O.F.L. TALKS SHORTER WEEK

The Ontario Federation of Labor will launch a public campaign to back demands for a shorter work week with no reduction in pay as a way of creating jobs.

Delegates to the federation's annual convention last November adopted a comprehensive statement on economic security, calling for reduced work hours, more government intervention in the economy, portable pensions, the right to strike for all workers, and control by workers over technological change.

"The Ontario Federation of Labor will actively organize to co-ordinate community action groups and coalitions at the municipal, regional, and provincial levels around the issues of unemployment, job security, job creation, and support of those victimized by government and business policies which attack the fundamental rights of workers," the statement said.

The statement said that labor legislation must ban the practice of contracting out union jobs to non-union firms and "all plant shutdowns must be fully justified before a public tribunal."

The policy also called for a rise in the minimum wage, which the OFL has said before should be \$5.75 an hour. It is now \$4.

CANADA OUTPACES U.S.

The productivity of Canadian workers has increased at a faster pace than that of their U.S. counterparts for the second consecutive year.

Statistics Canada figures show that productivity, measured as the output per manhour worked, increased by 3.2% in Canada in 1983 following a marginal gain of 0.1% in 1982. That compares with a more modest 2.7% increase in the productivity of U.S. workers last year and a fractional 0.1% decline in 1982.

And the unit labor cost—a measure of the cost of labor per unit of real output—rose by 2.1% in Canada, compared with a 2.3% increase in the United States. That is a turnaround from 1982 when the unit labor cost rose by 10.9% in Canada, compared with 7.9% in the United States.

The latest figures show that while the output of U.S. industry increased at a faster pace than that of Canadian industry, a slight decline in the number of man-hours worked in Canada compared with an increase in man-hours worked in the United States "produced a higher growth in productivity in Canada than the United States."

Over the past 36 years, the average annual rates of growth have been 3.6% in Canada and 2.5% in the United States.

GALLUP ON 'UNION POWER'

Sixty-two percent of Canadians think unions are too powerful and that view is held in 47% of the households having at least one union member, according to a Gallup poll released recently.

Fifty-two percent felt that opinions expressed by union leaders are not necessarily shared by the rank-and-file membership.

Despite this, 51% of those interviewed across Canada felt that unions generally had a beneficial effect on the country.

Five years ago, when a similar poll was conducted, 68% of Canadians believed unions were too powerful. Fifty-eight percent felt union leaders' views did not reflect those of the general membership.

Forty-three percent of non-union households today believe unions are a good thing for the country. In union-member households, the figure was 72%.

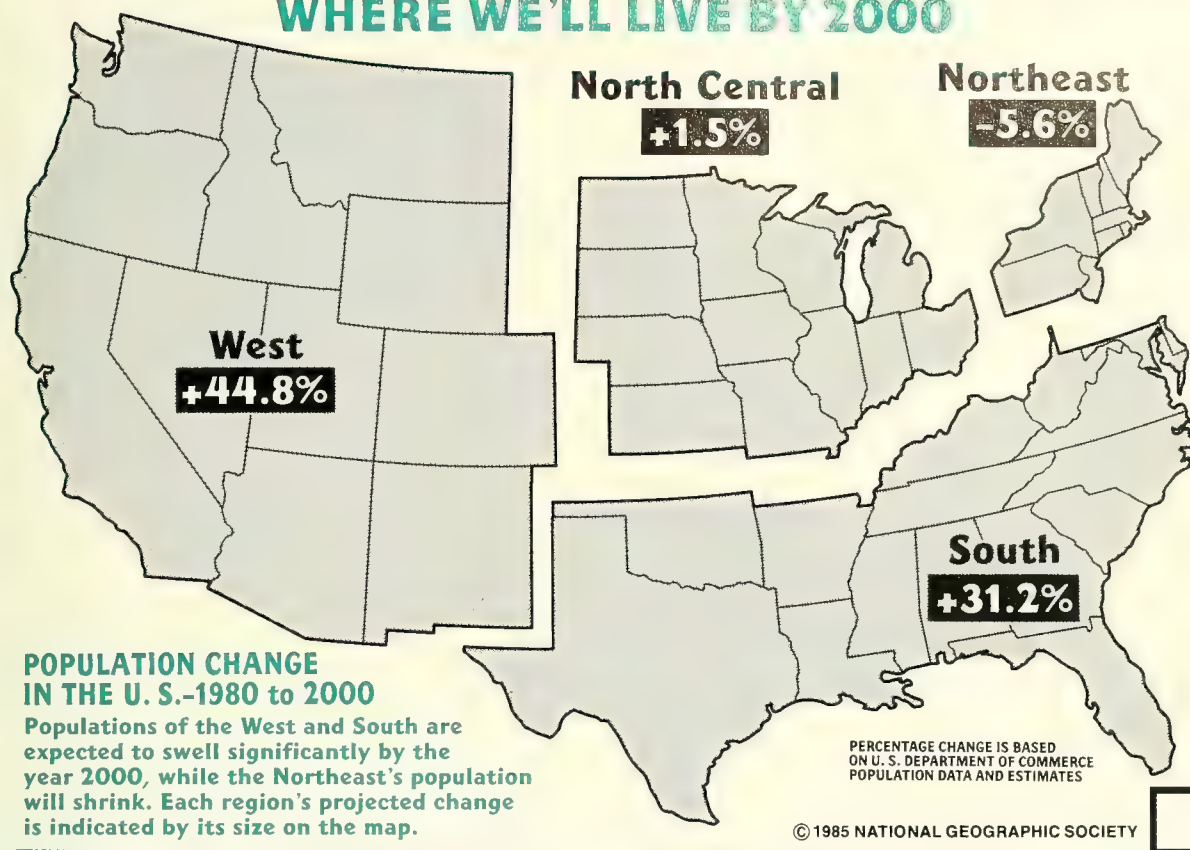
CAN'T SPIN OFF NON-UNION

Unionized firms can't spin off non-union franchises in Canada.

The Ontario Labor Relations Board has ruled that Mr. Grocer, a discount franchise supermarket chain spun off from Dominion Stores Ltd., one of Canada's biggest supermarket chains, is bound by Dominion's labor contract with the Retail Store Workers union. The board said that a unionized parent company shouldn't "circumvent bargaining rights" by diverting customers to a nonunion subsidiary.

Some Dominion workers were rehired at lower wages when their money-losing stores were converted to Mr. Grocer franchises last year. The board ruled that such workers may have a monetary claim against the company. Dominion plans to appeal the decision to the Supreme Court of Ontario, but said it could close all 36 stores in Ontario if the ruling is upheld.

WHERE WE'LL LIVE BY 2000



FUTURE LIVING

Where Americans will be housed after the Year 2000

By Barbara S. Moffet

National Geographic News Service

When New York architect Donna Goodman thinks of 21st-century America, she sees cities afloat on the oceans.

Designed like oil rigs, extending from the sea floor to several stories above the surface, the cities she envisions house 20,000 to 30,000 people. "There would be whole complexes with industries, universities, even resorts, all connected by bridges and equipped with ports," says Goodman, whose study of philosophy guides her designs for the future.

But her vision of floating cities is based more on practicality than philosophy. By the first half of the next century, some futurists predict, the sea's

raw materials will be in heavy demand, and economics will require on-the-spot facilities for extracting minerals, manufacturing drugs, refining energy, and cultivating fish.

ONWARD TO SPACE

Houston architect Larry Bell foresees steady movement of Americans to deserts, the Arctic and Antarctic regions, and outer space. "As Earth's accessible resources are depleted, there will be more interest in hostile environments," Bell says.

Most experts agree that American settlements in space are only a question of time. The goal of the L-5 Society of

Tucson, Ariz., for example, is to hold a meeting up there someday.

Other projections are more earth-bound. One of them envisions housing for thousands, perched on gigantic, bridgelike structures spanning waterways or overcrowded cities and accessible by super-elevators.

The majority of Americans, however, will continue to dwell on the ground level of mainland U.S.A. But several trends are pushing populations in new directions and scrambling traditional settlement patterns.

During the 1970s, for the first time in more than a century, the rural areas of the United States grew faster than met-

ropolitan areas. Today, for the first time in history, more than half of the U.S. population lives in the South and West.

Divorces are at an all-time high, household sizes hovering at an all-time low. And the age distribution is odd—a bulge of people born during the post-World-War-II baby boom sandwiched between smaller numbers of older and younger people. Aged baby-boomers will help raise the median age to 41 in the year 2030, compared with 28 in 1970.

But just when demographers thought they had established the country's new direction for the future—away from cities and toward rural areas—an old trend reappeared. Census Bureau figures for the early 1980s show metropolitan areas gaining faster than rural areas.

COUNTRY OR CITY?

"I suspect the move-to-the-country phenomenon was short-lived," says Richard A. Engels, assistant chief of the population division of the Census Bureau.

But other demographers say rural areas will continue to draw people at the expense of cities, for a variety of reasons.

"If you ask in surveys where people would prefer to live, they express a much greater preference for rural lifestyles than for big cities," says Dr. Larry Long of the Census Bureau's Center for Demographic Studies. Rising affluence, he says, will free some future Americans from the congestion, pollution, and crime that lower the quality of life in many big cities.

The U.S. economy, in metamorphosis from an industry-based system to a service-oriented one, is altering workers' living patterns. Densely packed Northern cities are less appropriate for today's society, in which more than half the jobs require no regular supply of raw materials.

"Today's workers don't have to gather around resources like coal, iron, railroads, or shipping lanes," Long says. "You can manufacture silicon chips almost anywhere."

Sophisticated communications systems are helping spread people even more widely apart, just as transportation developments, chiefly superhighways, helped create urban sprawl after World War II.

"The information revolution is continuing what the car and electricity did to spread the population out," says Dr. William Alonso of Harvard University's Center for Population Studies. "For example, call a company's 800 phone number, and the operator may be anywhere."

Honeywell Inc. is typical of the frag-

mentation. Fewer than one-fifth of its 94,000 employees live and work in Minneapolis, the company's headquarters city. Its products—computers, automated control systems, and weapons—are made at plants scattered around the globe, and employees communicate by phone, electronic mail, and teleconference.

'TELECOMMUTER' LIVING

"Telecommuters," people who work mostly at home, using telephone-linked computers, may take some of the sting out of future rush hours. They may live in "intelligent" houses whose computer "brains" automatically control the interior environment, from thermostats to stove burners.

Today's family room may be tomorrow's "media room," where the family will gather to use telecommunications and electronic-entertainment devices, suggests Washington architect Roy Mason. As the room's walls change color—the computer's response to the residents' changing moods—another part of the house brain might be scanning computerized lists of repairmen to fix a newly detected leak in the roof.

Americans who leave the house for work or entertainment won't have far to go, according to the scenario outlined by Dr. Charles L. Leven, director of Washington University's Institute for Urban and Regional Studies in St. Louis.

Future metropolises, he says, will likely consist of chains of small, compact residential and employment centers. Some of the chains will be several hundred miles long. Much of the land between centers will be dedicated to rural uses such as farming.

It's not so much that people are returning to rural life, Leven believes, but that the metropolises are displacing the countryside. Nearly all of the next century's farmers will live in these "urban" areas, and by 2020 the concept of suburbs will be obsolete, he predicts.

Some cities in the Southwest, the nation's fastest-growing region, already have the sprawling look of the future. Long of the Census Bureau sees hope for some of today's withering cities, but believes the disparity between declining Northern cities and boom towns of the South and West will continue into the 21st century.

BURGEONING SUN BELT

The Census Bureau forecasts that the West will still lead in population growth, followed by the South. Expansion of the Northeast and North Central regions is expected to be negligible.

California will still be the most populous state in 2000, the bureau says,

but Texas and Florida are expected to push New York from second down to fourth place. Alaska will lose the distinction of having the nation's tiniest population; Vermont is projected to be at the bottom in 2000.

In terms of percentage growth, Nevada will expand fastest between now and 2000, followed by Wyoming, Arizona, and Utah, according to census projections.

Is Nevada ready? "We welcome new industry, but we want to preserve Nevada's unique lifestyle and not end up with huge metropolitan areas and their accompanying traffic and smog," says Karen Galatz, executive aide to Nevada Gov. Richard Bryan.

Population growth is already taxing some city services to the limit. Phoenix, for example, swelled by more than 1,000 percent between 1940 and 1980, from 65,414 to 789,704. Pima County, Ariz., which includes Tucson, is expected to triple in population in the next 50 years.

"No area can grow in the manner of many Southern and Western cities without taking on the disadvantages of the North and East," says Calvin L. Beale, head of the population section of the U.S. Agriculture Department's Economic Research Service.

Beale says the glow of the Sun Belt won't totally obliterate the North. "Indiana and Ohio aren't going straight to hell," he says. "They're already working hard to develop alternate sources of employment and deal with their disadvantages."

Even in Texas, one of the top three states in population growth, some residents are questioning the value of bigness. "People in Houston are saying that if they had wanted to live in L.A., they would have moved there in the first place," says Long of the Census Bureau. And the three-county area encompassing Austin, Tex., a longtime resister of growth, is expected to double in population by 2000, reaching more than 1 million.

ON TO NEW MEXICO

New Mexico might be near the top of the next century's growth list, when its wide-open spaces inherit the disenchanting overflow from neighboring Texas and Arizona, Long predicts.

Water shortages are already casting doubt on the future growth of some Sun Belt states, especially Florida. But Long discounts forecasts that depleted water supplies will drive the population out of the region in the next century.

"I don't adopt the gloomy scenario that one day in 2020, people in Arizona will turn on the water faucet, nothing

Continued on Page 38

German Labor Leader Visits UBC



Georg Voss of Frankfurt, Germany, second from right in the picture, a labor leader of West Germany in the construction trades, was a recent visitor to the UBC General Offices in Washington, D.C., where he met with the resident officers and discussed mutual labor-management and governmental concerns. Voss was accompanied by a translator, right, and was visiting America under the auspices of the AFL-CIO International Relations Office.

Stewards Train, NE Illinois



Millwrights and Machinery Erectors Local 1693, Northeast Illinois, conducted its annual presentation of certificates of completion to those members who have completed our current stewards training program. Receiving certificates, left to right, seated: Richard Momper, John Lodewyck, Joseph Digirolamo, Richard Vincent, Ken Meissner. Standing, left to right: Leonard Barnickel, John Burdew, William Gundich, financial secretary; Ronald Miller, Thomas Rush Jr., trustee; Willaim Cook, executive vice president, Chicago and Northeast Illinois District Council; W. Bud Hine, business manager, Local 1693; and Earl Oliver, president and business representative.

Lake County Stewards Train



Stewards of Local 250, Lake County, Ill., recently underwent training in Waukegan. Participants are shown in the accompanying picture. First row, from left: Wally Smith, Larry Kelly, Richard Wirtala, and Howard Meyer. Second row: Carl Roy, Raymond Geryol, Richard Hunt, and Jon Ward, business manager. Third row: Jack DuFour, Paul Verenski, William Allie, Jerry Senica, and Terry Berrong.

Members In The News

Luge Team Competitor

Charlie Childs, a member of Local 120, Utica, N.Y., was recently featured in the *Utica Evening Telegram* for his dedication to making the 1988 Olympics as a member of the U.S. luge team.



"The sport requires great upper body strength, you're on a 1,000 meter track at speeds exceeding 65 miles per hour, and you have to be tense and relaxed at the same time," says Childs. Perhaps the most difficult part is knowing when to move. "Any move can make all the difference in the world. It can make the sled tip. You have to know what to do, and use peripheral vision while keeping your head back all the time."

Expenses for training and competition are also a challenge. Knee pads, helmets, speed suits, and special footwear to keep your feet pointed for better balance are among the necessary equipment. And the Russians have made advancements in their pod design which American manufacturers have recently been able to duplicate.

Tribune Tribute

Robert Marks is illustrative of the many ways a career in carpentry can effect your life. He followed his dad and four brothers into the trade but was the only brother to stick it out and become a union officer like his father. He is presently the financial secretary for Local 2094, Forest Park, Ill., and has been a member since he began his apprenticeship in 1945. *The Chicago Tribune* recently profiled Marks as a symbol of the importance of carpentry in the community.

Not only did carpentry provide food and shelter for his family for 25 years, but Marks also saw a son, two sons-in-law, and a daughter take up housing-related careers. The daughter is a locksmith, the sons are carpenters.

Marks recalls the days when a carpenter could provide for a household of four, and the tough times after World War II, but he says times today are really changing. The pattern is still the same, however. "You borrow through the winter and then work hard when March comes. By August, you've got your bills paid and you can start salting it away for the next winter. . . ."

But part of the thrill is gone. "It used to be that the last thing we did was hang the door knocker on the front door and put up the address number. . . . Today a lot of things are pre-made or component-built. I'm not knocking that, but the carpenters now just don't get the experience of working with those different types of things like cabinets and oak floors."

Death March Survivor

Stephen Lambathas finally received the recognition he deserved this past Veterans Day. Lambathas, a member of Local 921, Portsmouth, N.H., and 37-year member of the Brotherhood, received a Bronze Star medal, the 10th highest award given by the Army, at a Veterans Day ceremony at Pease Air Force Base, Newington. Lambathas, stationed in the Philippines with the Army Air Corps, survived the 140-mile Death March in 1942, and more than three years as a prisoner of war, when the U.S. surrendered the peninsula of Bataan to the Japanese.

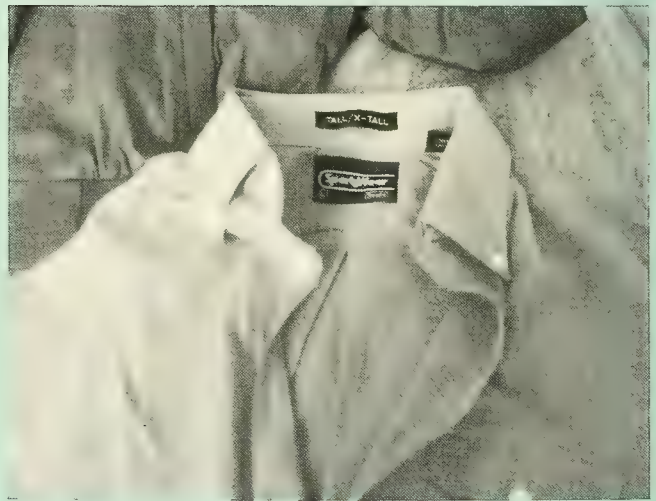
"The medal brings back memories," Lambathas said. "It makes us feel like we weren't forgotten."

Counterfeit Products and



The jackets at right were both purchased from a street vendor in Hong Kong by a House staff member working on an investigation of counterfeit goods. The light-colored jacket, far left, is a counterfeit, right down to the "Members Only" label on the breast pocket. The right jacket, while it appears identical at first glance, is not a counterfeit because it does not carry the "Members Only" tag; manufacturers cannot patent the design of an article of clothing. The counterfeit jacket is, comparatively speaking, a good job, however there are three tell-tale signs to watch for: first, the ends of the straps that go around the collar are finished in an inferior way; secondly, the outside of the breast pocket on a real "Members Only" jacket has an extra stitching process called bar tacking to help the pocket stand up to normal wear and tear, but the counterfeiters have gone one better, their jacket has bar tacking on the inside and outside of the pocket; their third misstep was in forgetting the bar tacking at the base of the zipper. This will result in the zipper being torn out of the jacket easily with normal use.

Both shirts shown here and the jacket on the left are counterfeit items. Customers both in the United States and abroad are being victimized by the rash of counterfeiting operations that are producing merchandise. Since U.S. manufacturers produce quality products and have worked hard to market them around the globe, U.S. parts are the most widely imitated. Sales of these shoddy imitations damage the hard earned reputation of the U.S. industry, and impair its ability to increase revenues and employment through export growth.



In addition to manufacturers who set out only to counterfeit products, there are also those who simply over-run their contracted order for an extra profit on the black market. And, contrary to popular opinion, counterfeiters do not simply steal from the "status" labels, department stores like Sears, Caldor, and K-Mart have been victims of the thefts.



While every counterfeited item has different "clues" to its illegal origin, the observant consumer can watch for certain general signs. As a rule, counterfeit products are of inferior quality, and this is evidenced by sloppy stitching, cheaper fabrics, and less precise garment construction (for example, stripes on sleeves not matching the body of the garment). In jeans you'll often find counterfeiters omit the rivets at the corners of the pockets, making them more susceptible to tearing.

Lost Jobs

During the recent Christmas buying season, federal customs agents seized tens of thousands of bogus Cabbage Patch dolls around the country. In addition to being counterfeit, some of the dolls were dangerously flammable.

Lurking beneath the often light-hearted media reports about the cute, but phony, Cabbage Patch kids lies an ugly story of multibillion dollar consumer ripoffs, injuries, deaths, and lost jobs.

The United States has become the world's largest market for a growing underground business of passing off shoddy, and often hazardous, merchandise as trusted trademarked products. Bogus goods cost U.S. companies at least \$8 billion annually in lost domestic and foreign sales, which translates into more than 130,000 lost jobs each year, according to the International Trade Commission (ITC).

Consumers here and abroad are defrauded of billions of dollars by commercial counterfeiters who operate at little risk and profit richly from the good name or status appeal of the brands they copy. Consumers use many of these products daily: watches, designer jeans, luggage, golf clubs, cough medicine, even deodorant.

Counterfeit industrial goods are also booming here. The U.S. auto parts industry has been especially hard hit, losing an estimated \$3 billion a year to fake and substandard oil filters, spark plugs, and many other products. These shoddy products force consumers to spend millions of dollars in unnecessary auto repairs.

Moreover, phony auto parts, such as faulty brake linings, are believed by industry experts to be the cause of a growing number of accidents.

Bogus parts have been blamed by Congressional investigators for fatal bus accidents and helicopter crashes. Counterfeits of vital parts have been detected on commercial airliners, on a space shuttle test, and in army missile systems.

Consumer health and safety is also being threatened by ineffective or non-sterile drugs and pharmaceuticals as well as by counterfeit agricultural chemicals.

There now are an estimated 250 fake products circulating in the U.S. market. The value of fakes from clandestine foreign factories has ballooned from an estimated \$3 billion in 1978 to about



An array of counterfeit foreign goods, including auto parts, spread out for inspection by a House of Representatives Subcommittee.

\$18 billion in 1983, according to the U.S. Customs Service. This, incidentally, has contributed to the nation's worsening balance of trade.

Trade in pirated goods today accounts for about 2% of total world trade, according to the Commission of the European Community. Elements of organized crime are said to be involved in the distribution and sale of counterfeits, especially in the apparel and consumer electronics industries.

More than 40 countries, including the U.S., are sources of bogus goods, according to an ITC study. But most of the fakes were said to originate in the sweatshops of the countries of the Pacific Basin, including Taiwan, South Korea, Hong Kong, Singapore, the Philippines, and Indonesia. "In some countries, counterfeiting appears to have become the de facto national industrial development strategy," said a recent report by a House Commerce investigations subcommittee.

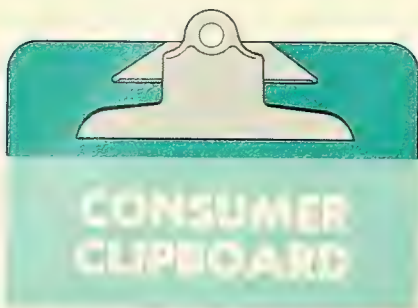
Following an investigation by the House subcommittee staff and a series of hearings, Congress took several steps last October to remedy the weak laws and lax enforcement regarding commercial counterfeiting.

It enacted the Trademark Counterfeiting Act which provides badly needed criminal sanctions and increased civil penalties against manufacturers, distributors, and retailers who intentionally traffic in products with counterfeit trademarks.

Congress also boosted the budget of the Customs Service to improve its efforts to detect and interdict the flood of fake goods.

Further, Congress said continuation of duty-free trade preferences for developing nations would depend on their actions to stop the counterfeiting of U.S. firms' trademarked products. The President and the U.S. Trade Representative were given explicit authority in this regard.

John D. Dingell (D-Mich.), chairman of the investigations panel, summed it up: "The enactment of most of the subcommittee's recommendations in only one session of Congress is a testament to the rapidly growing bipartisan awareness that we cannot continue to allow foreign pirates to endanger the health and safety of American consumers and to rob us of tens of thousands of jobs and the capital needed for our economic future."—PA1



Look for the new clothing, fabric label

MADE IN U.S.A.

Consumers will find it easier to identify American-made clothing and fabrics as a result of a labor-backed law that took effect with the new year.

The legislation, enacted last September, strengthens country-of-origin labeling requirements. Foreign-made apparel and household textiles, such as sheets and towels, will have to be more conspicuously marked than the labeling law previously required.

Especially important, unions and domestic manufacturers agree, is a new requirement that a product made in the United States must clearly say so. The mandatory "Made in the U.S.A." label will further lessen the possibility of a buyer mistaking a foreign-made article of clothing for a domestic product.

Another new feature is a requirement that mail-order catalogues specify whether their products are imported or of U.S. manufacture.

Both the Ladies' Garment Workers and the Clothing & Textile Workers had testified for the legislation at congressional hearings.

It will be some months before the impact of the new law is fully realized since the labeling requirement applies only to goods manufactured after the law took effect, and the Federal Trade Commission has not yet issued regulations to implement it.

Don't buy these Louisiana-Pacific Products: Unfair L-P Brand Names include: L-P Wolmanized; Cedartone; Waferwood; Fibrepine; Oro-Bord, Redex; Sidex; Ketchikan; Pabco; Xonolite; L-P-X; L-P Forester; L-P Home Centers.



Label of the International Ladies Garment Workers Union.



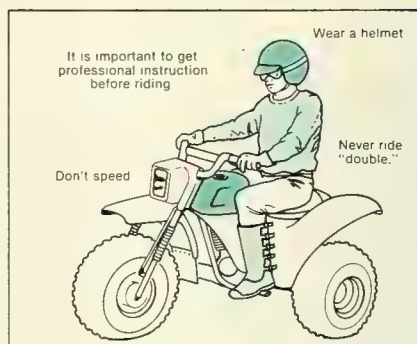
Label of the Amalgamated Clothing and Textile Workers Union.

Caution Urged When Driving 3-Wheeled All-Terrain Vehicles

Three-wheeled all-terrain vehicles, often called ATVs, are small motorized recreational cycles with three large soft tires and are designed for off-road use on a variety of terrains. Some manufacturers also offer a similar type of ATV in a four-wheeled configuration. In recent years, their popularity and sales have soared. Most units are sold for recreational use. Information from the Commission's National Electronic Injury Surveillance System (NEISS) indicates that the estimated number of ATV-related injuries treated in hospital emergency rooms jumped from 8,600 in 1982 to 27,600 in 1983; and for the first 9 months of 1984 there have been an estimated 53,200 injuries. Since January 1, 1982, 80 deaths involving all-terrain vehicles have been reported. CPSC and the Specialty Vehicle Institute of America (SVIA) are working together to find ways to help reduce injuries. The Commission held a public meeting with SVIA and the major manufacturers of ATVs on October 23, 1984, to discuss these injuries and how to reduce them.

CPSC and the Specialty Vehicle Institute of America believe that increased safety awareness will contribute to a reduction of injuries and therefore are urging users to observe the following safety rules while using ATVs:

- Three-wheeled ATVs have unique handling characteristics. Beginning riders should receive professional instruction and certification and should practice first on a level area and then in a more difficult but controlled environment before riding an ATV in rough or unfamiliar terrain.
- CPSC injury investigations show that the majority of accidents occur when the ATV unexpectedly encounters an obstacle such as a rock or ditch. Riders should not exceed speeds which are safe for the terrain on which they are traveling.
- Parents should remember that ATVs are not simply overgrown tricycles. Children should use motorized ATVs only after having received instruction under adult supervision and only when they are old enough to safely handle them.



There has been a dramatic increase in injuries and deaths associated with three-wheeled all-terrain vehicles (ATV's). Users of ATVs should always wear a helmet, never ride "double," and keep speeds low enough to permit safe traveling for the terrain. The majority of accidents occur when the ATV hits an obstacle (such as a rock or a ditch).

- Always wear an approved protective helmet and other protective gear.
- Three-wheeled ATVs are designed for one rider only. Do not ride double.
- Do not operate ATVs when using alcoholic beverages.
- Always read the instruction manual and follow the manufacturers' guidance for use, maintenance, and preuse checks.
- Do not use ATVs on paved roads or streets.
- Observe local laws or regulations and any regulations which have been established for public recreational areas where ATV use is permitted.
- Always use good judgement when using your ATV.

For further information on all-terrain vehicle safety, consumers should call the Specialty Vehicle Institute of America at (714) 241-9256 or the CPSC hotline at 800-638-CPSC. The teletypewriter number for the hearing-impaired is 800-638-8270.

What's New About CARE LABELS



Chances are that you know about care labels and use them to help you safely clean your clothes. Such labels have appeared on clothing since 1972, when the Care Labeling Rule was passed by the Federal Trade Commission.

The FTC recently revised this rule to ensure that care label information is complete and consistent.

To get your free copy of *What's New About Care Labels*, a leaflet which contains washing and drycleaning tips and a glossary of standard care-labeling terms write: Federal Trade Commission, Bureau of Consumer Protections, 6th and Pennsylvania Ave., N.W., Washington, D.C. 20580. Give them the title of the leaflet and your name and address.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:



National Safety Council

At the National Safety Council's Safety Awards presentation, from left: George Smith, safety director, IBEW, NSC vice president, labor division; Stephen Perry, UBC Local 3073 president, award recipient; Joe Luvisi, United Association of Plumbers and Pipefitters; Larry Cooper, Metal Trades Council; Bernard S. Puchalski, Ironworkers Chicago District Council president, NSC chairman of labor division awards; and John Hutson, legal officer for Portsmouth Naval Yard.

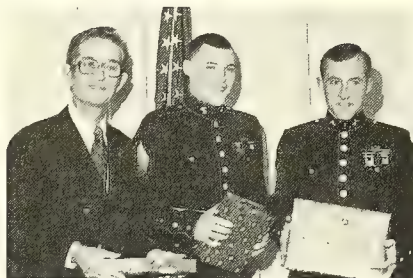
SAFETY COUNCIL AWARD

The National Safety Council's Safety Awards Program for Labor Organizations, initiated in 1961, provides recognition to "exemplary union safety programs and individuals." Stephen C. Perry, Local 3073, Portsmouth, N.H., is the proud recipient of a 1984 individual award from the National Safety Council for making "noteworthy contributions to occupational safety and health."

Perry has been active in safety issues at his place of employment, the Portsmouth Naval Shipyard, since 1982 when he became aware of an abundance of fibers, later identified as asbestos, clinging to his clothing. His testimony before a Congressional committee was instrumental in bringing about subsequent major changes in the Navy's Occupational Safety and Health Program.

Perry continues to monitor the activities of the shipyard, now in his new position working in the shipyard safety office. He was also recently elected president of his local.

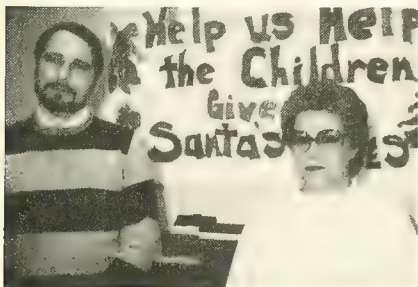
TOYS FOR TOTS



News of our generous members whose Christmas donations brightened others' holidays continues to roll in. Pictured, from left, are William Rehak, treasurer of Local 163, Peekskill, N.Y., and chairman of the local "Toys for Tots" program; Gunnery Sergeant Croft, and Sergeant Barrett, representatives of the Marine Corps, who sponsored the program.

MARION, VIRGINIA, MEMBERS' PROJECTS

The members and families of Local 1764, Marion, Va., know the meaning of caring and sharing. Their membership numbers about 600, and they take pride in their community involvement. A \$685 contribution to the local Department of Social Services' Santa's Elves program this past Christmas was raised through a raffle organized by members. And a special fund established to aid the families of L-P strikers has yielded a \$250 donation to this cause. Pictured, below left, are Local President Dexter Sheets and Linda Federow, chairman of the Santa's Elves fund drive. Below right, from left, are Larry Wyatt, organizing representative; President Sheets, Myron Debord, vice president; Billie Rector, treasurer; and E. Richard Hearn, Mid-Atlantic Council executive secretary.



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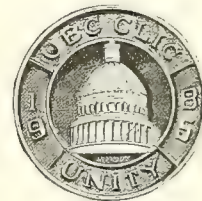
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LOCAL UNION NEWS



First Province-Wide Convention in New Brunswick

The members of Local 1386, Province of New Brunswick, held their first convention and seminar since their amalgamation into one local for the entire province, with the exception of Local 1023, Restigouche County. Officers were elected for the next three years, and are pictured above with the delegates who were present at the convention. Front row, from left: Norman Doucet, president; Francis Gray; Michael Dionne, recording secretary; Norbert Rousselle; Francis Estabrooks; Eric Daigle; Kevin

Thorne; Leo Gagnon, trustee; Arland Hunter; Conrad Arsenneau; Clarence French, trustee. Back row, from left: Hilaire Comeau; Pual Doughty; Louis Fogan; Jean Guy Lizotte, trustee; Camille Bernard; Hector Losier; Harry Jones, trustee; Bert Michels; Ross Carr, financial secretary; Everett Reicker; George William Kerr, vice president; John Carruthers; Guy Dumoulin; Duncan Smith, warden; Simeon Hewitt; Charles Saunders, conductor; Walter Grutzner; and Claude LaFontaine.

Local 247 Exhibits At Science Museum

When the members of Local 247, Portland, Ore., celebrated their 100th anniversary last year, they did it in style. In addition to a performance of "Builders of the Nation" and a gala celebration following it, there was an exhibit depicting the history of the union and its impact on Portland. The exhibit appeared at the Multnomah County Fair, the Oregon State Fair, and the Oregon Museum of Science and Industry (OMSI).

The program at OMSI was received very well by the public—the museum noted a 16% increase in attendance over the previous year's figures for the same month.

A collection of antique tools was an important part of the OMSI exhibit. Surveying their handiwork at the museum are, from left, John Garrett, Ed Strange, Ted Huckins, and David Weyeneth.

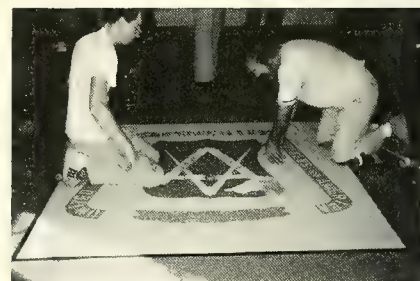


Boyd Kinnan, left, and David Weyeneth of Local 247 work outside the OMSI to construct a concrete platform tilt-up sign. This project was one of many volunteer demonstrations sponsored by the local union.



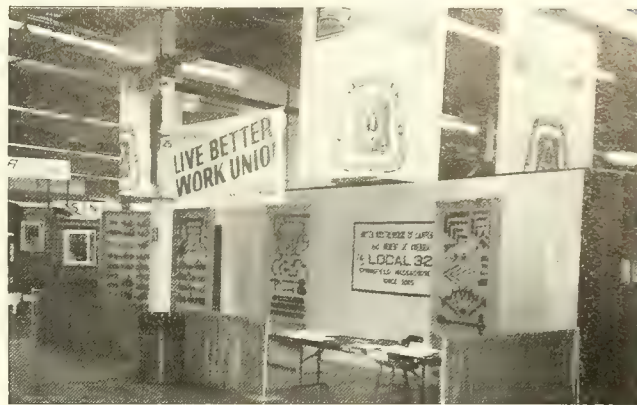
Ken Wheeler, a Local 247 member, demonstrates a portable drill press for museum visitors. At various points throughout the exhibit visitors could stop and try using the tools themselves, with experts nearby to supervise.

Father-Son Project



Father and son Michael and Michael William Cecere, members of Local 1379, North Miami, Fla., installed the union emblem at the entrance of the new building of the South Florida Carpenters District Council. The Ceceres inlaid the many elements of the emblem by hand with such precision that it appears to have been created by a large press.

UBC Skills Displayed at Massachusetts Exposition



As an effort to promote unionism and give the public an opportunity to see Carpenters as their friends, neighbors, and peers, the Western Massachusetts JATC and Locals 108 Springfield, Mass., and 402 Northampton-Greenfield, Mass., manned a booth at the Eastern States Exposition in West Springfield, Mass., the largest state fair in New England. The fair attracted over one million people, and the Carpenters' booth in the "Better Living Center Building" was a popular sight during the 12 days.

"This is the UBC," "The Real Truth About Housing Costs," a Local 108 promotional pamphlet, and an apprenticeship and training pamphlet were distributed to the public.

A tool display, loaned by the National Door Company of Needham, Mass., helped attract people's attention, and encouraged

talk about carpentry and unions. Nearly 200 potential applicants for training were recruited by filling out "show of interest" cards.

Financing for the booth, staffed by officers, business reps, and members, came from apprenticeship and training programs in New England.

Above, right and left, are the front and back views of the booth Carpenters installed at "The Big E," the largest state fair in New England.

At right are some of the volunteers who made the operation possible. Back row, from left: John Davis, Carl Bathelt, and Xavier Lapolice. Front row, from left: Gary Poultit and Leonard Deshaies.



Union Label Firm Marks 100th Year

A small Canadian company was founded in 1884 when two entrepreneurs, John Pennington and Edgar Baker, began manufacturing telephone boxes for Alexander Graham Bell's invention. Later that year, the partners launched a second product, student desks, which soon became the standard throughout North America. The business grew rapidly, and the partners were forced to move to its present location in Dundas, Ontario. Soon the telephone boxes were eased out by desks and church pews, and the small company became the Valley City Seating Company.

The company has changed hands throughout the years and in 1950 Nelson Rockford purchased it. Under his direction it became widely known for quality production of institutional furniture and custom woodworking.

The UBC label has been a part of this tradition since 1974, and the members of Local 2679, Toronto, Ontario, are proud to continue it. As the second decade of the label, and the second century of this company's fine craftsmanship, begin, Valley City Seating remains highly regarded as a major source for quality woodwork.

A Century of Craftsmanship

An advertisement placed by Valley City in major periodicals of the Toronto area to commemorate the centennial of the company and the skills of Local 2679 members.

BUY UNION



Where to Find the Union Label

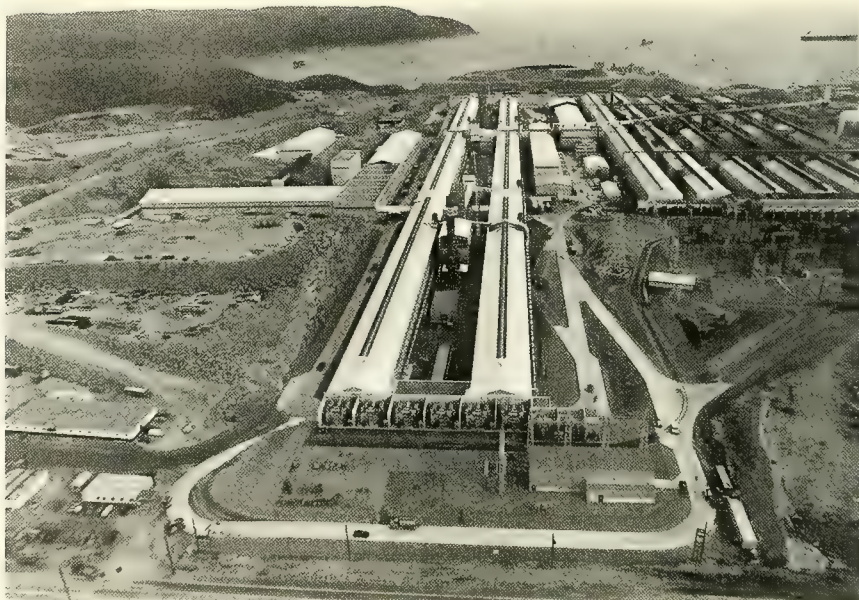
Gloves—inside upper edge
 Neckties—small end
 Coats—lining of inside pocket
 Pajamas—front hem of coat
 Rainwear, Sportswear, Heavy Outerwear—lower pocket
 Shirts—bottom of front tail
 Snow Wear, Boys' Wear—inside pocket
 Suits—inside right breast pocket
 Trousers—inside right hip pocket
 Bathing Suits—with size on bra
 Blouses—neckline or side seam
 Children's Wear—neckline
 Dresses—above hem in side seam or in waistband or neckline
 Skirts—waistband or below zipper of inside seam
 Slips, Sleepwear and Robes—neckline or side seam
 Sweaters and Knitwear—seam in shoulder
 Suits—waistband of skirt or right inside seam below sleeve or jacket
 Coats and Jackets—below right arm hole in lining
 Shoes—inside the shoe

UNION LABEL TRADES &
 SERVICE DEPARTMENT, AFL-CIO



UBC Member: Like a decal of the UBC emblem for your hard hat? Write: Organizing Department, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Avenue, N.W., Washington, D.C. 20001. Send along a stamped, self-addressed envelope.

Local 2182 Members Employed at Reynolds Plant



A Reynolds Aluminum plant construction project at Comeau Bay, Quebec, shown above, employs millwrights from Local 2182, Montreal, for the installation of machinery. The work is making steady progress, according to the local business agent, Germain Parenteau.

Local 146 Retirees



Members of Local 146, Ballston Spa, N.Y., recently held a party to honor two of their retiring officers. Charles Beers, business agent, and Charles Bender, financial secretary, are now enjoying the leisure of retirement.

Pictured at the top, from left, are, Bender; Jack Brown, former president; Beers; and President John Stanhart.

Pictured in the lower photograph are, from left, Mary Bender; Walter Elinski, present business agent; his wife; and Ken Huemmer.

U.S. Tax Proposals

Continued from Page 9

a heavy price for Reaganomics. Enormous federal deficits, high interest rates, post-war highs in unemployment and an increasing trade deficit have taken a particularly hard toll on working Americans. Increasing the tax burden on the middle class is not a solution to this country's fundamental economic problems and would be unfair to working people and their families. In 1981 the Reagan tax cut plan provided considerable benefits for high income individuals and corporations. While those on Wall Street applauded these tax breaks, working men and women on Main Street saw little relief. These excessive high income and corporate tax cuts have contributed to the growing federal budget deficit which now requires new taxes.

It is very important that each and every one of us expresses our opposition to any new tax proposal which will only increase the financial burden on workers and their families. Write your Congressional representative and Senators and tell them that American workers don't want to shoulder any more of a tax burden, suggests Wayne Pierce, UBC General Treasurer and Director of Legislation. We must show our strong opposition particularly to health and welfare and other fringe benefit taxation. Many of our hard-earned benefits will surely be undermined if we sit idly by without letting our voices be heard in the tax debate. We must continue to fight to protect these hard-won benefits.

Insomnia and Patterns of Sleep

By Philip L. Polakoff, M.D.

*Director, Western Institute for
Occupational/Environmental Sciences*

Insomnia—the inability to get enough sleep night after night—is a common complaint.

Unfortunately, it's a condition that often feeds on itself. Worrying about not being able to fall asleep can be a major cause of insomnia in some people.

There are other common causes: shift work, anxiety, depression, alcohol and sleeping pills. These last two named are often resorted to by people who have trouble sleeping, but—over time—they tend to do just the opposite and contribute to insomnia.

There are also some medical conditions that can contribute to sleeplessness: the panicky discomfort of asthma, the pain of migraines or angina pectoris, and muscle spasms. Less frequently, some people suffer from somnambulism (sleep walking), narcolepsy (sudden attacks of sleepiness throughout the day), and sleep apnea (temporary stoppage of breathing caused by an obstruction in the throat).

Medical problems that may be contributing to sleeplessness should be discussed with your physician. For millions of others—and more than one out of three people toss and turn every night in a frustrating pursuit of sleep—the experts have some words of comfort.

"You cannot die of loss of sleep, nor will you suffer long-term mental or physical effects as a result," say Ian Oswald, M.D., and Kirstine Adam, Ph.D., authors of "Get a Better Night's Sleep" (Arco, New York, 1983). "You can take comfort from the fact that sleep is a self-regulating system, so that when we really need it, we get it and almost nothing will stop us."

Age plays an important part in our sleep patterns. It's a good thing for those of us who have to work that we don't "sleep like a baby." Newborns sleep between 14 and 18 hours a day. Adults, on the other hand, average between seven and eight hours a night. (Although there's nothing sacred about this amount of sleep. Every individual is different in his or her requirements.)

Generally, as people get older, they tend to sleep less. However, the elderly often make up for this by taking afternoon or evening naps.

But age aside, it is natural to experience changes in sleep patterns at certain times. The need for sleep may decrease during times of well-being.

At other times, people sleep longer—during illness, weight gain, stress, pregnancy, premenstruation, after strenuous exercise or some intellectual activity they don't find particularly enjoyable.


Your body undergoes numerous changes while you sleep. Like a factory in off-peak periods, many operations slow down. The heart rate, blood pressure, pulse and temperature drop. Levels of adrenaline and corticosteroids decrease markedly. At the same time, the "maintenance department" picks up. The body-building growth hormone is manufactured at higher levels.

Sleep—even that "good night's sleep" we all look forward to—is not, as some people imagine, a time of uninterrupted calm. We go through cycles of rapid eye movement (called "REM" sleep) and periods of non-rapid eye movement—non-REM sleep.

The first deep sleep we fall into generally is non-REM. The body relaxes; the metabolic rate falls. After about 60 to 90 minutes, the sleep changes to REM. Breathing may become more irregular, the eyes roll around, the body twitches. It is during this period that people most often report vivid dreams. This cycle repeats itself four or five times a night, with the longer REM periods occurring early in the morning.


Depending on the causes, there are numerous treatments for insomnia. If the problem is alcohol or drug-related, withdrawal is the basis of treatment. If insomnia is secondary to medical disorders or psychological problems, these first must be treated by experts in these fields.


(Copyright 1984 by Dr. Phillip L. Polakoff/PAI)



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CAN'T FLY
IF YOU'RE
HIGH.**

**Don't let your lungs
go to pot.**



Fame 

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UNION LABEL PLEDGE

I am a union worker and I shall not undermine the welfare of my fellow brothers and sisters. Across these United States and Canada, men have labored too long and too hard for me to destroy their gains by purchasing non-union.

I am a member of a union family who has been blessed with a decent living. I have come to enjoy better things because of the devotion and dedication of those before me who labored to provide a standard of living unparalleled in the world.

I shall not destroy all their efforts and render helpless all the causes they so earnestly fought to win for workers.

I will support and strengthen my fellow brothers and sisters by using a simple tool, the Label Golden Rule—"Buy Union Products and Use Union Services as You Would Have Union Wages Paid Unto You!"

APPRENTICESHIP & TRAINING

Spring Apprenticeship and Training Conference Planned for Minneapolis

The National Joint Committee on Apprenticeship and Training has scheduled a spring conference to discuss the improvement of training in the craft areas of carpentry, millwrighting, mill-cabinetry, floorcovering, and piledriving, as it is being implemented by local joint committees and affiliate bodies.

The conference will be held at the Leamington Hotel in Minneapolis, Minn., May 6-10. Sessions will begin at 9 a.m., Tuesday, May 7. Conference participants are urged to arrive in the host city on Monday, May 6.

The conference will conclude on Friday at noon.

The UBC Apprenticeship and Training Department has secured special hotel rates for conference participants. Details are contained in a memorandum to all local unions and councils dated January 14.

If there are any topics participants wish to have placed on the agenda of the conference, these suggestions should be submitted to First General Vice President Sigurd Lucassen at the General Office in Washington, D.C.

Langenbacher Table Demonstrates Skills



The John Langenbacher Co., Inc. of New York City recently presented to the United Brotherhood a beautiful sunburst-top table of Brazilian rosewood, which now stands in the lobby of the General Offices in Washington, D.C. It was donated to the UBC in memory of the Brotherhood's late General President Emeritus M.A. Hutcheson by Harry W. Boyd, company president. Boyd is shown with UBC general and retired officers at upper right during the official presentation.



Boyd noted that the table is an expression of appreciation for the "fine efforts of the New York apprenticeship school" in the Bronx. The table was created by two UBC journeymen and two apprentices from the Langenbacher shops. It has a balanced and matched sunburst top, a waterfall edge of folded veneer, and a polished polyester finish. Five feet in diameter, the table has a sculptured bronze base.

NJ Float Promotes Apprenticeship

Our apprenticeship and training programs can be the center of attention when their goals and ideals are illustrated through a local's promotional efforts. One such effort is shown here: a Labor Day float dedicated to Apprenticeship and entered in the Monmouth and Ocean County Central Labor Council AFL-CIO parade by the members of Local 2250, Red Bank, N.J. This award-winning "Most Creative Float" was designed and built by Umberto Taormina, second from right. With him are, from left: Andrew Ness, president; James Kirk, business representative; and Charles Gorhan, financial secretary.



The dust of certain woods become health hazards under adverse exposure conditions. These are two of the possible ill effects and the woods which cause them:

Asthma

Oak
Redwood
Western Red Cedar
Cedar of Lebanon
Cocobolo
African Iroko Wood
African Mahogany
African Zebrawood

Dermatitis

Douglas Fir
Pine
Fir
Hemlock
Eastern Red Cedar
Western Red Cedar
Juniper
Poplar
Spruce
Sycamore
African Teak
Rosewood
Mahogany



Health Hazards From Wood Dust Exposure

Wood dust seems to most people to be pretty safe. In fact, it covers the floors, machines, rafters, and workers in many sawmills and wood products plants. But while wood dust may not seem to present any immediate danger, it can have serious health effects that you may not be aware of. And of course there are serious fire and explosion hazards in very dusty shops. Wood dust can cause illness, irritation, or allergic reactions. It is also suspected of causing some rare cancers and decreased lung power. Studies are now being done to confirm these suspicions—in the meantime, we should be more cautious about exposures.

Let's look more closely at the different health effects of wood.

Toxic woods can cause effects such as headaches, nausea, vomiting, sleepiness, and loss of appetite. This occurs with tropical woods such as East Indian satin wood.

Irritant woods can irritate the mucous membranes of the nose and throat or irritate the skin. In the Pacific Northwest the high humidity and repeated

wetting of the skin is thought to increase susceptibility of forest workers, loggers, and lumber handlers to the irritants. Irritant woods have been known to cause epidemics of dermatitis (skin rashes) among exposed workers. These effects occur from woods like pine, oak, and mahogany.

Allergenic woods cause allergic responses in a small number of people. Workers can develop asthma, runny noses, skin rashes, and "pink eye" (conjunctivitis) from exposure to these woods. Red cedar dust frequently causes such allergic responses in exposed workers.

Dermatitis from wood dust affects more than just the hands. It can also affect the eyelids, face, neck, and skin folds (such as the genital areas) wherever the sawdust may lodge.

What Studies Tell Us

Concern About Cancer

Cancer was first reported in furniture workers in England in 1965 and has

since been confirmed in other countries. A number of chemicals that are constituents of certain kinds of wood (as well as some chemicals used in the wood products industry) are suspected of causing cancer. Several studies of workers exposed to wood dust have found nasal cancer (cancer of the nasal passages and sinuses) as well as colon and rectal cancers. In 1981, the International Agency for Research on Cancer concluded that, at least for the furniture industry, there was sufficient evidence to link wood dust exposures and nasal cancer. Nasal cancer, however, did not show up until 40 years after exposure to the wood dust. Hardwoods are suspected of being more hazardous than softwoods.

Lung Impairment

A study published in March 1981 by researchers at the University of Vermont showed that workers exposed to wood dust, either hardwood or pine, showed some decrease in lung capacity. The more dust workers were exposed to and the longer their exposure, the

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greater the decrease in their lung capacity. The decrease was also greater for hardwood (mostly maple) than for pine workers. Exposures ranged from 0.2 to 4.5 milligrams of dust per cubic meter of air (mg/m^3). (Exposures in sawmills are commonly in this range.) (This is the first study to ever show this and therefore the results are only suggestive until other studies can show the same thing.)

What are Standards

The American Conference of Governmental Industrial Hygienists (ACGIH) has recommended that wood dust levels be reduced to $5 \text{ mg}/\text{m}^3$ for nonallergenic wood dusts (ones which will not produce allergic reactions) and in 1981 adopted an even lower limit, $1 \text{ mg}/\text{m}^3$ for hardwoods, such as beech, birch, mahogany, oak, and walnut. Currently there is no OSHA exposure limit for wood dust so it is regulated as a nuisance dust with a PEL (permissible exposure limit) of $15 \text{ mg}/\text{m}^3$. Even the lower exposure limits may not be low enough to prevent nasal cancer or lung damage. No one yet knows what a safe level is.

Other Dust Hazards

Wood dust may contain preservatives which prevent mold growth or insect damage. These preservatives are very irritating and may damage the lungs as well. Wood dusts that have molds can cause allergic lung reactions similar to asthma called "farmer's lung." Particleboard, chipboard, plywood are made with glues and resins which also present health hazards if inhaled as a dust from sawing or sanding.

Lastly, wood dust can present an

explosion or fire hazard if very high levels are present.

Control of Exposure

There are three ways of reducing exposure to wood dust, which taken together can be very effective. They are:

1. Engineering controls, such as ventilation.
2. Housekeeping and maintenance.
3. Personal protection, such as clothing, dust masks.

Ventilation hoods, such as the one pictured below, have been designed to effectively control dust from sawing and sanding operations. The hood must have a high enough velocity to capture all the dust produced.

Sanding operations, in particular, must be well ventilated since they produce finer dust particles that are inhaled more easily.

Many times, though, because of poor maintenance or inadequate design, dust will settle in the ducts, clog the system, and render it ineffective. This problem also occurs when a sprinkler system is used to keep down dust concentrations in the ducts to prevent fires. The wet dust is harder to transport and clogs up the ducts. Proper ventilation design, such as in the diagrams below, and sufficient exhaust velocities are crucial to controlling wood dust exposures.

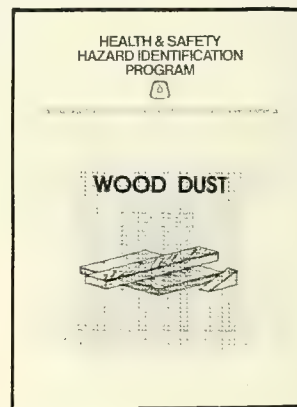
Dust that settles in ducts, on floors, machine surfaces, rafters, etc., is a major contributor to the airborne dust levels and also presents a serious fire hazard. Constant maintenance is necessary to prevent dust buildup. Cleanup, though, can aggravate the problem when compressed air blows the dust back into the air. Housekeeping should always be done with vacuum cleaning equipment or the dust should be swept up wet.

Personal protective clothing should be worn whenever the dust level cannot be controlled by ventilation and maintenance. Safety glasses with side pro-

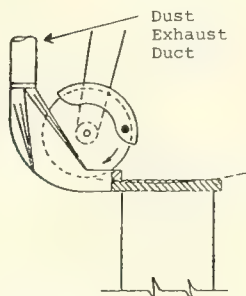
tection, NIOSH approved goggles, or face shields may be necessary to protect the eyes from chips and from eye irritation. Dust masks are sometimes used during sanding. They can help cut down on dust exposures, but do not fit as tightly as a respirator, so dust can leak into the mask. A respirator with a dust filter can stop dust particles but requires proper fitting, maintenance, and training. It is also very uncomfortable and awkward to wear. Many people cannot use respirators because they have an unusual face shape or lung impairment.

Gloves are often used in rough handling of timber and for fine sanding. They can help prevent skin exposure but also may present a safety hazard by getting caught in machinery.

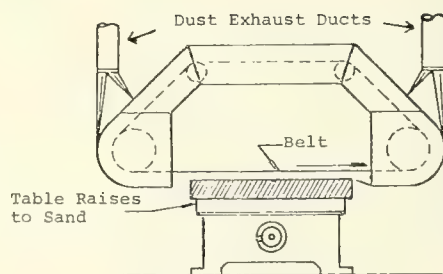
Long sleeve clothing and trousers with restricted openings also prevent skin exposure but create problems when working in hot environments. Wet skin and clothes can cause slow release of some of the chemicals from the wood dust that cause dermatitis. Clothing should be changed to avoid this. Dust should be vacuumed off the clothes to prevent releasing it into the air again. Shower, locker, wash up, and laundry facilities should also be available.



This article is available as a separate pamphlet free from the UBC Department of Occupational Safety and Health, 101 Constitution Ave., N.W., Washington, D.C. 20001.



Swing Saw Ventilation



Horizontal Belt Sander Ventilation

Screening Out Unsafe Workers

—Does It Work?



Back injuries are big business. There were over one million back injuries at work in 1980 accounting for one out of five workplace injuries and billions of dollars in compensation claims. It's no wonder that there has been a lot of attention focused on "loss prevention" by the insurance companies and by industry. But prevention of back injuries is a difficult problem. It depends on many factors including the design of the work process, the amount being lifted or carried, how often such tasks are necessary, and on how the work is done.

One popular way to attack this problem has been to give preemployment physicals and screen out workers who may be more likely to have a back injury. This approach assumes that something wrong with the individual worker is the primary cause of back injuries. Some researchers call this the "blame the victim" approach.

Is there something about a worker that makes them more or less likely to have a back injury? And if so, can we identify those factors? The traditional approach to screening workers for back injury prevention has been to give them low back x-rays. The doctor then looks for spinal abnormalities. Those with abnormalities are expected to be more prone to back injuries and are not hired for heavy lifting jobs. Are these exams good at predicting future back injuries or do they result in discrimination against perfectly safe workers? When such exams became used routinely in the 1950s, about 50% of people screened were shown to have abnormalities and up to 28% were rejected for employment as a result. A study done by Weyerhaeuser Company in the forest products industry found that employees identified as "high risk" by pre-placement back x-rays were *less* likely to have a back injury than those considered to be "low risk." In fact, low risk workers had twice as many back injuries. Because back injuries are so common and the tests are such poor predictors of future injury, the result is that many people can be denied employment even though they will never have a back injury whereas many others who get jobs will still continue to injure their backs. In addition, those workers denied employment due to a positive back x-ray will be stigmatized and may have a difficult

time getting another job somewhere else. Also to be considered is the enormous expense of the exams and the unnecessary exposure to x-rays which can be harmful to the individuals and especially to pregnant women.

With all these facts in mind, the American College of Radiology conducted a nation-wide conference of experts in 1973 which concluded that back x-rays should not be used for routine screening for back problems, but only as a special procedure if there are other reasons for doing them, such as a history of back problems.

Some large corporations have known this for a long time and followed this advice. Boeing Company, for example, stopped giving routine pre-employment examinations in 1952. They decided the cost of exams, the high turnover of their employees, and the low predictive value made them unnecessary on a routine basis and exams are therefore only given to a few applicants where it is warranted. They found that a good health questionnaire was more valuable than a physical exam.

Despite all the evidence that they are not cost-effective and don't work, pre-employment screening for back injuries continues. The ultimate solution to the problem however is not going to come from screening out potentially injury-prone workers—the tests are not good enough to do that—but from redesigning the workplace and training the worker so that no one is forced to injure their back. The true cause of most back injuries is not that the individual worker couldn't manage the load, but factors such as heavy or awkward loads, inadequate help, no lifting devices available, pressure to speed up production, and lack of training. It may cost money to implement an effective back injury prevention program, but it will save, in the long run, in reduced compensation costs and be of more benefit than screening out supposedly susceptible workers.

Employers Reminded To Post 1984 Injuries, Illnesses

Employers with 11 or more employees must post from February 1 to March 1 the total number of job-related injuries and illnesses that occurred during 1984, according to a notice issued January 8 by the Occupational Safety and Health Administration.

To fulfill the requirement, employers need to post the last page or right-hand portion of OSHA Form 200, "Log and Summary of Occupational Injuries and Illnesses." The form must be posted in areas where notices to employees are customarily posted.

OSHA Form 200, which includes information on the type of injury or illness, the extent, and outcome, serves several functions in carrying out the Occupational Safety and Health Act, the notice said: it aids compliance officers in conducting inspections and investigations; provides a basis for a statistical program which produces reliable injury and illness incidence rates; and aids employers and employees in identifying factors that cause injuries and illnesses in the workplace.

Establishments having no injuries or illnesses during 1984 should enter zeros on the total line and post the form, the agency advised. The person responsible for preparing the annual summary must certify that the totals are correct and sign the form.

Firms must also notify employees who move from worksite to worksite, such as construction workers and employees who do not report to any fixed establishment on a regular basis. Employers must give a copy of the summary to any of these employees who are on the payroll during February.

Employers with 10 or fewer employees are exempt from federal OSHA injury and illness recordkeeping and posting requirements. As of January 1, 1983, employers in certain statistically safe industry groups were also exempt. Exempted employers, however, remain eligible for selection by the Bureau of Labor Statistics to participate in an annual statistical survey.

Because these logs are used by OSHA to exempt some workplaces from inspection, their accuracy is very important. Please make sure the log is posted in your work place and check it to make sure that all injuries and illnesses are recorded. If there are any discrepancies, please notify the UBC's Occupational Safety and Health Department in Washington, D.C.

Copies of the OSHA Form 200 are available from the OSHA Publications Office, Third St. and Constitution Ave., N.W., Washington, D.C. 20210; telephone: (202) 523-9667.



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AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
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FISH AND TACKLE

Three men went out in a boat to fish on the lake. At about the middle of the lake, one of the men said, "I forgot my fishing pole; I can't fish without it." So he hopped out of the boat and walked on the water to the shore.

Just then the second man said, "I forgot my tackle; I can't fish without it." So he hopped out and walked across the water to the shore.

Not wanting to fish alone, the third man hopped out to follow the other two. But when he did, he took one step and sank.

The other two men were watching from shore and saw him go under. As he did, the first man turned to the second and said, "Maybe we should have told him where the stones were."

— Kevin Quilliam
Seward, Alaska

Adopt A Lumber Store

SECOND COAT

Undertaker Mack: Poor Sam! He died of drinking shellac.

Undertaker Jack: Well, at least he had a fine finish.

—Boys' Life

SECOND-STEP GRIEVANCE

This business agent came home at three in the morning and found his wife lying awake in bed.

"Where were you until three o'clock in the morning?" she screamed.

As she spoke, the BA opened his bedroom closet and found a man cringing on the floor. "Who is this man?" he demanded.

"Don't change the subject!" his wife replied.

Buy Union • Save Jobs

FINAL SCENE

"I suppose day the job's finished," the superintendent said to his men, "you'll be outside my trailer impatient to tell me off."

One carpenter whispered to another, "Not me. I never want to wait in line again."



SECOND OPINION

"I've got good news for you. Mr. Bell," said the psychiatrist.

"What's that?" the patient asked.

"After two years, you're cured of kleptomania. To prove that you won't be shoplifting any more, I want you to go to Bilko's Exchange and just wander around. You'll see."

"Are you sure?"

"Yes. But, if you have a relapse, could use a 19 inch color TV."

—Graphic Communicator



THIS MONTHS LIMERICK

There was a young lady named Brewster

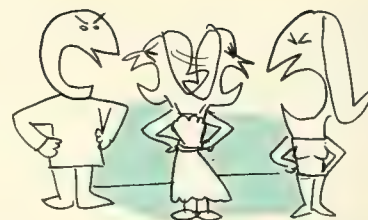
Dreamed that a man had seduced her.

At last from her dream

She awoke with a scream

But it was a lump in the mattress that goosed her.

—Fort Lauderdale



BICKER, BICKER

When her maid left service to marry, one lady found it wasn't at all easy to find an acceptable replacement.

She asked the first girl she interviewed why she had left her previous employers. The girl answered that her master and mistress had bickered constantly.

"That must have been unpleasant," the woman offered sympathetically.

"It certainly was. They was at it all the time," said the girl indignantly. "When it wasn't me and him, it was me and her!"

Use Union Services

SECOND DOSAGE

A man walked into a drugstore, and the pharmacist asked him, "May I help you?"

"I need something for the hiccups," the man replied.

A moment of silence followed, then the pharmacist slapped the man.

"Why did you do that?" the man asked.

"You don't have the hiccups anymore, do you?" the pharmacist replied.

"No," said the man, "But my wife out in the car still does."

—Boys' Life

Imports Hurt • Buy Union

FISHING FOLLY

Two friends were fishing from a boat. One got slightly seasick, leaned over the side of the boat, and promptly lost his false teeth.

His friend wanted to play a trick on him, so he took out his own dentures, tied them to his fishing line, and pretended to have fished his friend's teeth out of the water for him.

Overjoyed, the guy took the teeth and put them into his mouth. Finding that they did not fit, he pulled them out and threw them overboard, saying, "Those aren't mine!"

—Bea Carolan,
Monroe, N.Y.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Logging Slides at Retiree Luncheon

"Retirees and Mates" in Humboldt County, Calif., have been getting together every six months since May, 1979. The retired UBC members have the common bond of employment at the Louisiana-Pacific Big Lagoon plant in Carlotta, Calif., organized by Eureka Local 2592 and currently on strike. At the most recent luncheon, William and Kathy Boyle of Trinidad, Calif., showed slides and pictures of old logging operations. Meeting place, menu, and entertainment are planned and each retiree is contacted by phone or card a couple weeks ahead of the meeting date. Some retirees are playing active roles in the L-P boycott.



Mrs. Jim Moulton (Clara), one of the driving forces behind "Retirees and Mates," with her guitar. For some occasions, she gets together with other members for a dulcimer, two-guitar, mandolin, and mouth harp band.



At upper right, Dorothe Mayes, standing, helps out at the recent Humboldt County, Calif., retirees luncheon. Seated are, from left, Ruby Kull, Billie Whited, and Ralph Whited. At lower right, the Snapps, Marvin and Bella, enjoy the "Retirees and Mates" luncheon with their grandson.



Baltimore Local Honors Retirees

Local 101, Baltimore, Md., recently held a party for retired members and their wives. Pictured are some of the former officers who were present. From left: Leo Decker, International Rep.; Bill Halbert, president, Local 101, and secretary-treasurer of Baltimore DC; Vernon Baseman, former trustee; George Dean, financial secretary; Juan Johns, former business agent and president of Local 101; Guy Loudermilk, former business agent for 22 years; and Daniel Williams, recording secretary.

Bloomington Retirees' Club Members On Parade



"We've Reached Our Goal" was the slogan for Bloomington, Ill., Retirees Club 5's Labor Day float, featuring a goal post. Harold Shoemaker, center, drove while Earl Johnson, Toni Harms, George Harms, Juanita Shoemaker, and Willie Nance tossed candy to the crowd along the route.



Members of Retirees Club 5, affiliated with Local 63, Bloomington, Ill., at one of their meetings. Seated from left are Trustees Harold Shoemaker and Harley Weber, Juanita Shoemaker, and Secretary Willie Nance. Back row, from left, are President Leo Passmore, Toni Harms, and Treasurer George Harms. The club, organized in February, 1984, numbers about 35 members.

Demand Answers From Physicians

The National Council of Senior Citizens reports that many seniors feel fearful, frustrated, and defeated in a doctor's office, simply because they either can't get a straight answer to their questions or because they don't get any answers at all. Too often physicians have a brusque manner with older patients. Instead of getting a diagnosis, the elderly get a brush-off: "At your age, you have to expect this." NCSC believes that all patients, regardless of age, deserve an examination of their complaints and they should insist on it when visiting their physicians.

For information on how to start a group in their area, retirees may contact local officers or General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 191 Constitution Ave., N.W., Washington, D.C. 20001.

Service To The Brotherhood



Merrill, Wisc.

MERRILL, WISC.

Local 2344 recently presented service pins to four of their members with longstanding service.

Pictured with President Harold Robl, center, are 25-year member Herbert Saeger, left, and 30-year member Dennis Stiver.

Not available for the photo were 40-year member Ralph Riesinger and 30-year member George Sladek.

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

FARMINGTON, MO.

The members of Local 1795 recently presented their only remaining charter member with a plaque honoring his 50 years of service to the brotherhood. Henry White was a part of the Local's charter efforts which led to its institution in 1935 on July 29th, and has served as an officer.

LONG BEACH, CALIF.

UBC Member George Moore is 91-years old, and while he may not be the oldest member, he is certainly, at 76 years of membership, one of the most longstanding members. Moore started his apprenticeship in 1908, in a shipyard, working on the ill-fated *Titanic*. He is a member of Local 710 and a regular attendant at his local's meetings.



Hermiston, Ore.—Picture No. 1



Hermiston, Ore.—Picture No. 2

HERMISTON, ORE.

Local union 933 recently held a special award ceremony to honor their long-standing members.

Picture No. 1 shows 40-year members, from left: Joe Irish, Hubert Senn, Fred Highley, and Ralph Wallace.

Picture No. 2 shows, from left: 30-year member Howard Hiskey, and 35-year members Ralph Lovell, D.G. Carlos, Leo Riker, and Calvin Perry.

TOLEDO, OHIO

Members with 25, 30, 35, and 40 years of service to the Brotherhood were honored recently by Local 248.

Picture No. 1 shows, from left: Business Agent Michael Null, 40-year Member Charles Osborn, and President Jack Kenney.

Picture No. 2 shows 35-year members, seated, from left: William Dressel, Leonard Ruse, Donald Hartman, Charles Hayes, and Raymond Gaetz.

Standing, from left: James Bateman, William King, Bernard Walker, Robert Bellner, Albert Yohnke, Fred Vergiels, and President Kenney.

Picture No. 3 shows 30-year members, seated, from left: Guy Barlow, Henry Topel, Chester Jadwisiak, and Edward Krzyminski.

Standing, from left: Steven Romeos, Merle



Toledo, Ohio—Picture No. 1

Walker, Ralph Moore, Robert Green, Merle Osborn, and President Kenney.

Picture No. 4 shows, from left: 25-year Member Sylvester Herr and 25-year Member Glenn Greisinger.



Toledo, Ohio—Picture No. 4



Toledo, Ohio—Picture No. 2



Toledo, Ohio—Picture No. 3

LOS ANGELES, CALIF.

The members of Local 1506 recently honored their brothers who had many years of service to the UBC.

Picture No. 1 shows 73-year member Leo Zimmerman receiving a plaque for his years of continuous membership.

Picture No. 2 shows 55-year members, from left: George Pluso, William Davis, and Doug McCarron, president.

Picture No. 3 shows 45-year members William Cannon, Gabriel Fonseca, Charles Graham, Fred Phillips, and Joseph Salamone.

Picture No. 4 shows 40-year members, from left: John Bushman, Warren St. Amant, and Floyd Davis.

Picture No. 5 shows 35-year members: Charles Abblett, Alex Akoury, Richard Beedon, Robert Bell, David Borden, Daniel Cohan, Jesse Crews, Russ Daro, H.F. Dearmond, Clarence Duhe, Rudy Encinas, Harold Fountain, Ernest Gallegos, John Harrington, William Kimberling, Ed Loneragan, Pablo Martinez, Joe Matthews, Al McKee, Ed McKervey, Robert Norton, John Parker, Ray Peterson, Ralf Pihl, Pete Poluis, Roy Ray, Ron Redmond, Howard Russell, Frank Salerni, Lee Spano, Juan St. Amant, William True, Don Waite, and K.K. Woodward.

Picture No. 6 shows some of the following 30-year members: Manual Aguirre, Curt Ayers, George Baier, Robert Barnard, Richard Barrett, L. Gene Bauer, Walter Beabout, Claude Betebeinner, Harold Bogardus, Jacinto Chavez, Red Chinery, Verle Daniels, Ralph Diehl, William Donovan, Kendall Doss, Billy Duncan, Donald Farmer, Walter Faryon, Howard Feay, Paul Fridd, Richard Fuentes, Don A.K. Gallego, Dick Geluk, Bobby Graham, Cecil Green, Ed Henry, Robert Herndon, Ernest Howard, Duane Humrich, Malvin Janke, Chris Jensen, Harry Johnivin, Ernest Johnson, Robert Kilby, Leonard Kilgore, Vernon Kirklen, Woody Kneece, Ovide Lahr, Victor Lahr, Charles LaSarge, Paul Legault, Richard Leibold, John Lintz, Ron Lintz, Fortunato Martinez, Joe Metoyer, Earl Mitchell, Peter Moore, J.P. Morris, Gilbert Ortiz, Raymond Pate, Richard Potter, Mike Ramirez, Garland Ray, Loren

Rogers, Cleo Russell, Robert Salomonson, Pat Santilli, Pete Scallion, George Seidel, Wilbert Smith, Don Tyler, Paul Urgel, Frank Van Voorst, Tony Viggianelli, Al Wiegand, Richard Wilson, Harvey Wolf, Robert Ybarra, and Greg Yourgel.

Pictures No. 7 and 8 show 25-year members: Henry Ahrens, Gil Anderson, Leo Arsenault, Joseph Axelson, Raffaele Barone, Odis Batten, David Berden, Gerald Bergstrom, Richard Betzer, Charles Binger, Arden Boren, John Brennan, Bradley Burris, Vincent Canepa, Robert Carroll, Alberto Castro, Walter Chaney, Tony Cole, Ernest Criswell, Willard Cuzzort, Fred DeWitt, Robert Duarte, Richard Engh, Ronald Firestine, Clayton Franz, Francisco Gomez, James Gorman, William Graham, Lowell Hartman, Robert Heisler, Lowell Helgager, Gordon Helton, Gilbert Herreras, John Hopson, Lynn Jacob, Louis Johnson, Arthur Lewis, Louis Lopez, Kenneth Martin, Terry Matthews, James McFarland, Grant McGregor, Jesse McGregor, John Minge, Albert Montez, Claude Moore, Dale Morgan, Chuck Motonaga, Tom Motonaga, Frank Munoz, Allen Nygaard, Donald Obradovich, Louis Ojeda, Mario Palumbo, Orville Peters, Emery Peterson, Harold Phillips, Nick Prodan, Andrew Rago, Warren Russell, Charles Sanders, Don Savage, Robert Seburn, Clarence Sekema, George Semler, Nick Serbenick, Ralph Stearman, Bobby Thomason, John Tozzi, Thelma Treat, Abe Valencia, Richard Watson, and Gary Williams.

Receiving pins but not pictured were: **60-year members** Murray Brydson and Julius Hult; **55-year members** Chris Astrup, Gerard Doti, Charles Garcia, J.R. Hurt, E.T. Johnson, Lloyd Johnson, Robert Longcrier, Michael Sack, and John Syfrig; **50-year members** A.T. Breckell, Paul Cook, Stanley Djerf, William Hassen, Olaf Kauserud, John Monlon, R.L. Newman, and Theodore Reed; **45-year members** James Brown, Woodrow Clemons, H.M. Faulkner, Svend Frier, Franz Hug, William Krueger, Gordon McIntyre, Forrest Ottman, Elgin Pierce, Robert Remy, Floyd Rick, G.A. Scheneker, and Leon Tonnies; and **40-year members** Delbert Bussard, C.J. Campbell, L.W. Messenger, William Peek, and Ronald St. Marie.



Los Angeles, Calif.—Picture No. 1



Los Angeles, Calif.—Picture No. 2



Los Angeles, Calif.—Picture No. 3



Los Angeles, Calif.—Picture No. 4



Los Angeles, Calif.—Picture No. 5



Los Angeles, Calif.—Picture No. 6



Los Angeles, Calif.—Picture No. 7



Los Angeles, Calif.—Picture No. 8



Anchorage, Alaska—Picture No. 1



Anchorage, Alaska—Picture No. 2

ELIZABETH, N.J.

A pin presentation was recently held for those members of Local 715 with 25 years' of service or more to the UBC.

Picture No. 1 shows, from left: 45-year member Francis Sandford, John A. Williams, business representative; and 40-year member Vincent Manuzza.

Picture No. 2 shows, from left: John Vella, president; 30-year member Charles Lamb; 35-year member John Lipka; 30-year member William Bauer; 30-year member Herb Klingebell; and 25-year members Robert Evers, Pasquale Saniscalche, Frank Schneider, Armand LaMastra, Richard Schenk, and John Williams.



Elizabeth, N.J.—Picture No. 2



Cedar Rapids, Iowa

ANCHORAGE, ALASKA

At a recent regular monthly meeting the members of Local 1281 awarded longtime brothers with service pins.

Picture No. 1 shows, from left: 25-year members Dale McBride, Bill Buchanan, Marvin Kloke, and Haakon Gryte.

Picture No. 2 shows, from left: 35-year members George Elgee, Dick Bruns, and Bill Lindow.

Picture No. 3 shows 45-year member Leonard Turner.

Also honored, but not present were: 45-year member Loyal Hawn; 40-year members Marcus Kvalheim, and Harry Vinson; 35-year members Tom Barnes, Gerry Bolen, C.J. Payton, and Bill Weaver; 30-year members Clyde Christenson, Clyde Corp, Cecil Covington, Armin Kneip, Rudy Siekawitch, and T.H. Weatherly; 25-year members Dick Carlson, William L. Johnston, Dick Hibpsham, Tony Leslie, John Lindekugel, Dick Peterson, Thomas Ryan, Keith Starforth, Hayden Stewart, Jim Swainston, James Wallace, and Jerry Wright.



No. 3—Turner



Elizabeth, N.J.—Picture No. 1



Dangler



Wymbs



Daly

RED BANK, N.J.

Local 2250 recently paid tribute to its senior members for their years of dedication.

Picture No. 1 shows 61-year member Frank A. Dangler.

Picture No. 2 shows 59-year member Roger Wymbs.

Picture No. 3 shows 59-year member Michael H. Daly.

Picture No. 4 shows 25-year members, front row, from left: John J. Duke Sr., Aviadeo T. Borsetti, and James L. Goff. Back row, from left: Alexander W. Mackenzie, Maurice R. Chicarello, and Robert N. Bowden.

Also honored but not pictured were: **60-year members** John Kuly, David D. Doss, Fred Belmont, and Harry Svendsen; **55-year members** William F. Buchanan, Thomas Campbell, Albin Carlson, Michael Kurtz, and Rollin Smith; **25-year members** Otto H. Corra, Patrick C. Madigan, Bertram N. Rockafellow, and Harry W. Waters.



Red Bank, N.J.—Picture No. 4



Hinsdale, Ill.

CEDAR RAPIDS, IOWA

This month marks the beginning of Hugo Lindahl's 72nd year as a member of the United Brotherhood. Lindahl, 93, originally joined the Brotherhood in January, 1914, in Moline, Ill., as a member of Local 270. He now resides in Cedar Rapids, Iowa, in his own home and is a member of Local 308.

HINSDALE, ILL.

Members of Local 1693 recently conducted their annual 25-year pin presentation. Pictured are, from left: Mac W. Goodwin, William Cook, executive vice president; James P. Kelly, W. Bud Hine, business manager; George Gaydula, Thomas B. Masterson, William Gundich, financial secretary; and Earl Oliver, president and business representative.



Wilkes-Barre, Penn.

WILKES-BARRE, PENN.

Local 514 recently awarded pins to members with 20 to 65 years of service to the organization.

Honored guests included, first row from left: Paul Markiewicz, 65 years; and 35-year members Stanley Gluc Sr., William Bartleson, Harold Elston, Anthony Repshas, and Clement Macy.

Second row from left: George Koslosky, 35 years; and 30-year members Wesley Castner, Joseph Hudock, Frank Stuccio, Joseph Gryziec, and Elliott Rosati.

Third row from left: 30-year members Gene Cossa, James Lombardo, John Nawrocki; Rinaldo DiGuiseppe, 25 years; Joseph Russo, 20 years; Peter George, 20 years; and Edward Blazejewski Sr., business representative.

Fourth row from left: 20-year members Stephen Andrasko, Robert Morgan, and Stanley Yarmey; 25-year members Robert Tischler, and Earl Harvey, and Stanley Soboleski, president.

Absent from the photo are 45-year members Russell Baird, Nicholas Carnevale, Harry Meade, Willard Smith; 35-year members Richard Harrison, Eugene McNully, Raymond Wasenda; 30-year members Arja Brown, Frank Gaiteri, Orlando Nati, Herman Salerno, Bernard Skulla; 25-year members Robert Jaikes, John Ring; and 20-year members Don Allison, Raymond Leonardi, Leonard Podrasky, Arden Roberts, Albert Sweitner, and Faust Valenti.

Deceased members Peter Coletti and Stanley Wolosz, each with 35 years of service, were also honored.



No. 1—Johnson



No. 2—Patterson

TULSA, OKLA.

Local 943 recently held its annual pin presentation, banquet and dance where members with long-standing service were honored.

Picture No. 1 shows 55-year member Vernon Johnson.

Picture No. 2 shows 50-year member George Patterson.

Picture No. 3 shows 45-year members, from left: Robert K. Inglett, and Charles Cecil Tarr.

Picture No. 4 shows 40-year members, from left: Ira Powell, Charles Yoho, and Louis Amen, Jr.

Picture No. 5 shows 35-year members, from left: Cecil Patterson, and Frank Page.

Picture No. 6 shows 30-year member Hulon Edwards.

Picture No. 7 shows 30-year members, front row, from left: Paul Bales, William E. Campbell, L.W. Cristie, and Meral Hughes. Back row, from left: L.R. McDaniel, Marlin D. White, Wallace E. Williams, and Raymond Swetland.

Picture No. 8 shows 20-year members, from left: Bobby J. Badley, Kenneth Ecker, George Howard, Harvey Humphrey, and Hank Kohlmeier.

Also honored, but not present were: **65-year member** Ray M. Johnson; **45-year members** Ralph Conrad Sr., Tom Griffin, Ralph Miller, Harry W. Pease, and L.C. Perkins; **40-year members** Carl E. Ballard, John L. Cates, Clarence Renard, and Richard Stanley; **35-year members** Warren D. Fuller, Austin E. Gann, Oliver C. Hawley, and Leonard R. Walker; **30-year member** Hubert C. Henderson; **25-year members** Arden E. Carey Jr., Howard L. Davis, Benny C. England, Thomas W. Graves, James V. Greenburg, Francis E. Mahoney, William J. Nugent, Bob D. Payne, Roger Ward, and Jimmy D. Sallee; and **20-year members** P.J. Baldwin, Monroe Cogger, Charles W. Duke Jr., Cleason E. Elliott, Don Henderson, John H. Janzen Jr., Andrew D. Langley, Leon L. Long, Jack W. McGlassen, Billy R. Martin, James Leroy Oberg, James W. Patty, and Mark Trusler.



Tulsa, Okla.—Picture No. 3



Tulsa, Okla.—Picture No. 4



Tulsa, Okla.
Picture No. 5



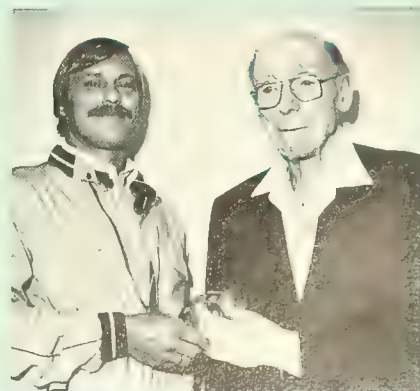
Tulsa, Okla.
Picture No. 6



Tulsa, Okla.—Picture No. 7



Tulsa, Okla.—Picture No. 8



Elyria, Ohio

ELYRIA, OHIO

Albert Fridenstine was recently honored for his 50 years of membership in Local 1426. Presenting his commemorative pin is his great nephew, George Fridenstine, president of 1426.



Danville, Ill.—Picture No. 1



Danville, Ill.—Picture No. 3



Danville, Ill.—Picture No. 2



Danville, Ill.—Picture No. 5



Danville, Ill.—Picture No. 4



Mullen
Danville, Ill



Harrisburg, Penn.

HARRISBURG, PA

Members of Local 287 recently presented service pins to their brothers with longstanding service to the UBC. Among those honored were three members of the Kipp family: Donald Kipp received a 45-year pin, David Kipp, a 25-year pin, and Paul Kipp a 35-year pin. They are pictured here with other honorees. Front row, from left: 25-year member William Leininger, 45-year members Arthur Hipple, Donald Kipp, Harry G. Kennedy, and Carl E. Miller, and 25-year member Paul Souder.

Back row, from left: 25-year members Randal Shettel, and Edwin Stevens, Paul Kipp, 25-year members John Stahr, David Kipp, Donald Troutman, Robert Kissinger, Frank Branchick, Walter Troutman, Anson Mentzer, and Franklin Keefer.

Pins were also presented to 45-year member M. Ray Cobaugh, and Earl Murray; 40-year member Delbert Lauver; 25-year members Donald L. Brown, Edward Confair, Harold L. Dubs, Charles Free, Clayton Harter, James Musselman, Robert Neiswender, Miles Smith, Carrole R. Wilson, and George McGowan.

DANVILLE, ILL.

Local 269 members recently paid tribute to those who had been UBC members for 20 to 55 years, in honor of their longstanding service.

Picture No. 1 shows 20-year members, front row, from left: Jerald Vacketta, Morris Glouser, Harry Johnson, and Charles Blaker.

Back row, from left: Dan Packard, Jim Dowers, Leonard Craft, Jim Long, Marion Gritton, Fred Bates, and Ken Palmer.

Picture No. 2 shows 25-year members, from left: Malcolm Tucker, Elza Dowers, Robert Wright, and Fred LeClaire.

Picture No. 3 shows 30-year members, from left: Joshua Frink, Don Ehlenfeld, Fridel Gerbsch, Virgil Ferrante, and Clarence Kizer.

Picture No. 4 shows 35-year members, front row, from left: Melvin Hill, Henry Silvestro, Denver Walker, Allan Estock Sr., Craig Jones, and Orville Bonenbrake.

Back row, from left: Walter Wade, August Finet, Robert Ehlenfeld, Elmer Engelman, and Jim Davis.

Picture No. 5 shows 40-year members, from left: George Cunningham, Jim Shipman, Raymond Rouse, Clarence Lutz, and Tom Day.

Picture No. 6 shows 45-year member Joe Mullen.

Not pictured but also honored were: **50-year member** Wilbur Hiatt; **45-year member** J.A. McDowell; **40-year members** Fay Bales, Charles Downing, Russell Huff, John Jarling, and Leo Songer; **35-year members** Kenneth Bunting, Clyde Carney, Clair Evans, Harry Golden, Charles Haworth, Ray Hicks, Charles Ice, Frank Kizer, George May, Russell Miller, Harry Pettegrew, George Porter, Walker Sheffer, Kenneth Thornton, Hudson Whitlock, Ernie Zandes, George Zick, and Emil Carpenter; **30-year members** Karl Awalt, Frank Carroll, Melvin Denhart, Gerald Dossey, Harold Farrell, Earl Ford Jr., Russell Hall, Elvin Harper, Clarence Kilby, Wilson Kinderman, Zeal Machledt, Sam Meeker, Joe O'Neal, Lowell Osborne, Dean Pearson, Merle Smith, Ruben Standridge, Gary Thiede, William Thronton, Clarence Unitis, and J.D. Wise; **25-year members** Bill Atwood, Don Dickerson, Bill Gocking, Bill Pearson Sr., Ocel Pearson, and Ed Petkus; **20-year members** Ron Davis, Paul Hamilton, Richard Pearson, Robert Pratt, Roger Thornton and Karl VanSant.

NASHVILLE, TENN.

Avery I. Meadows, Local 507, was recently presented with his 40-year pin.



IN MEMORIAM

The following list of 473 deceased members and spouses represents a total of \$799,158.54 death claims paid in November, 1984; (s) following name in listing indicates spouse of members

Local Union, City

- 1 Chicago, IL—Delbert E. Jones.
- 7 Minneapolis, MN—Chester L. Hanson, Joe Overby, Paul Hendrickson.
- 11 Cleveland, OH—Anthony J. Sourek, Evers D. Young, Katherine Duale (s), Paul Davidson, Thomas J. Vitale.
- 12 Syracuse, NY—Robert E. Scruton.
- 13 Chicago, IL—Albert Vanderschale.
- 14 San Antonio, TX—Arnold M. Bauer, Pablo E. Martinez.
- 17 Bronx, NY—Arthur Gustafson, Dominick Defeo, Emil Olivier, Ernest Isberg.
- 18 Hamilton, Ont. CAN—Andrew Molnar.
- 19 Detroit, MI—Eliger Beach, Susie Rawls (s).
- 20 New York, NY—John A. Olson.
- 22 San Francisco, CA—Jake V. Simonich, Melvin H. Bridwell, William L. Grice.
- 24 Central, CT—Dominic Lacenza, Herman Passeeck, Mary M. Kalisz (s), Ruth Bongiorno (s).
- 26 East Detroit, MI—Milton L. Polit.
- 27 Toronto, Ont. CAN—Barnett Waite, Harry White.
- 34 Oakland, CA—Carmen N. Gallegos (s).
- 35 San Rafael, CA—Carrie Clementine Locati (s), Mary T. Amaral (s).
- 36 Oakland, CA—Billie Cleone Simpson (s), James H. Daniels, Robert Pope.
- 40 Boston, MA—Angelo Aresco.
- 42 San Francisco, CA—Lorenzo Morri.
- 43 Hartford, CN—Clifford Carlson, Frank Borowski, Joseph M. Moynihan, Joseph S. Turek.
- 44 Champaign/Urbana, IL—Murrel D. Amdor (s).
- 48 Fitchburg, MA—William Flinkstrom.
- 50 Knoxville, TN—Hugh S. Bracken, W. T. Bryson.
- 53 White Plains, NY—Eric Anderson.
- 55 Denver, CO—Dell R. Wilson, Dolores E. Harrison (s), Len Weathers, Valerie Rosenberg (s).
- 58 Chicago, IL—Albert Gombert, Jarvis Danielson, Marion Lyons (s), Robert M. Knudson.
- 60 Indianapolis, IN—Estel Cauble.
- 61 Kansas City, MO—Francis H. Ponciet.
- 63 Bloomington, IL—Vincent Murphy.
- 64 Louisville, KY—Bernard Owen, Clyde V. Nichols, Elizabeth Peak (s), Jewel T. Struble (s), Joe Littrell, Lloyd B. Reid, Walter Freeman.
- 65 Perth Amboy, NJ—Walter Buhlmann.
- 66 Olean, NY—Carl Sundeen, Edward R. Roller.
- 67 Boston, MA—Fred S. Rissler.
- 69 Canton, OH—Frank J. Rohrer, Glen C. Gamble.
- 73 St. Louis, MO—Grove Lee.
- 74 Chattanooga, TN—Clydia Lucille Yancy (s), Edwin A. Miller.
- 78 Troy, NY—Aaron J. Gooley, John Hetko.
- 80 Chicago, IL—Eugene A. Ravenstein.
- 83 Halifax, N.S., CAN—Ann Voigt (s), John Philias Comeau, Thomas Grandy.
- 93 Ottawa, Ont. CAN—Lucien Bernard Belanger.
- 94 Providence, RI—Carlo Esposito, Domenic Soscia.
- 100 Muskegon, MI—Caroline Dejonge (s), Eugene Wisniewski.
- 101 Baltimore, MD—Charles R. Loudenslager.
- 102 Oakland, CA—Aaron M. Fry.
- 103 Birmingham, AL—Hubert F. Burgess, Luther Myrex.
- 105 Cleveland, OH—Helen Marie Neill (s), James P. Sweeney, Joseph Adams.
- 107 Albany, NY—Arthur O. Giguere, John F. Moore, Lucian Holland.
- 122 Philadelphia, PA—Alfeo Rosa, David Thompson.
- 131 Seattle, WA—Carl A. Twedt, Edward C. Fisher, George Kukkonen, Herbert L. Ward, S. R. Shortreed.
- 132 Washington, DC—Alex Buckus, Francis Austin, James A. Lucas.
- 133 Terre Haute, IN—Glenn E. Smith.
- 135 New York, NY—Hyman Kiper.
- 142 Pittsburgh, PA—Pearl E. Meier (s).
- 144 Macon, GA—Bobby G. Knight, King H. Porterfield, Naomi L. Nona Dubose (s), William T. Bridges.
- 146 Schenectady, NY—Ann Ingrato (s).
- 165 Pittsburgh, PA—Michael Guastaferro.
- 171 Youngstown, OH—Donald R. Weaver, Jr.
- 174 Joliet, IL—Jesse W. Painter.
- 176 Newport, RI—Carl L. Medeiros.
- 182 Cleveland, OH—Hermine F. Grahl (s), Wasyl Bily.
- 184 Salt Lake City, UT—Richard Demille, Sverre Swensen.
- 186 Steubenville, OH—Frederick J. Thompson.
- 199 Peru, IL—Edward Annolis.
- 198 Dallas, TX—Birdie Lake (s), Frank Robertson, James J. Nixon, Willie M. Mayhew.
- 200 Columbus, OH—Michael F. Sheskey.
- 201 Wichita, KS—Ivan Josiah Harwick.
- 203 Poughkeepsie, NY—Dawn Ann Croft (s).
- 213 Houston, TX—John B. Yawn, Jr., Lonnie E. McGraw, R. V. Brelard, Jr.
- 218 Boston, MA—Robert J. Hussey, Stanley E. Mitchell.
- 220 Wallace, ID—Edwin Nedros.
- 229 Glens Falls, NY—Lawrence Thayer.
- 232 Fort Wayne, IN—Oscar Thunberg.
- 242 Chicago, IL—John M. Liese.
- 250 Lake Forest, IL—Walter G. Ertl.
- 255 Bloomingburg, NY—Aida Maria Egiziano (s).
- 256 Savannah, GA—Byron Lamar Lord.

Local Union, City

- 257 New York, NY—Dominick Pangia (s), Jack Chlieb.
- 260 Berkshire County, MA—Ottavio Giarolo.
- 261 Scranton, PA—Edna M. Callahan (s), Nicholas Scartelli.
- 264 Milwaukee, WI—Oscar Koller.
- 265 Saugerties, NY—John Tervo.
- 272 Chicago Heights, IL—Chester Cameron.
- 275 Newton, MA—Salvatore Pasquale.
- 286 Great Falls, MT—Frank Curlin, R. S. Martin.
- 296 Brooklyn, NY—Herald Kuttim.
- 297 Kalamazoo, MI—Edwin M. Laroy, Evert Doornbos.
- 302 Huntington, WV—Thomas E. Whaley.
- 311 Joplin, MO—Fred Miller.
- 314 Madison, WI—Frank O. Braun, Fred Ramharter.
- 316 San Jose, CA—Bea C. Overstreet, Christina F. Herrera (s), Roy B. Blake.
- 320 Augusta, ME—Gerald P. York.
- 343 Winnipeg, Mani. CAN—Eino Potkonen, Joaquim Correia, Peter Derenchuk.
- 345 Memphis, TN—William B. Head.
- 347 Mattoon, IL—Edna Virginia Foreman (s).
- 348 New York, NY—Arthur Boucher, Arthur Haapanen, Henry Misa, Michael Banish.
- 350 New Rochelle, NY—Hansibal Accolla.
- 359 Philadelphia, PA—Michael Raab.
- 362 Pueblo, CO—Louis V. Kulp.
- 369 North Tonawanda, NY—Thomas Keating.
- 377 Alton, IL—Ross Penrod, Sr.
- 379 Texarkana, TX—Isaac C. Secrest.
- 398 Lewiston, ID—Seth Pace.
- 410 Ft. Madison, VA—Juanita L. Schmidt (s).
- 417 St. Louis, MO—Anna R. Smith (s), Clarissa M. Heinz (s), Edwin Timmerman, Josephine L. Hornkamp (s).
- 422 New Brighton, PA—Lenora Black (s).
- 452 Vancouver, B.C., CAN—Ellen Maruk (s), Phillip Burke.
- 453 Auburn, NY—Kenneth A. Payne.
- 458 Clarksville, IN—William H. Gray, Sr.
- 483 San Francisco, CA—Alton H. Shotwell, Warren Dale Vansickle.
- 493 Mt. Vernon, NY—Alvard Wingberg, Fred Miller.
- 512 Ann Arbor, MI—Virginia J. Sweet (s).
- 514 Wilkes Barre, PA—Budd C. Hirdeman.
- 526 Galveston, TX—Frank Capuano.
- 541 Washington, PA—Harold E. Ferrell.
- 550 Oakland, CA—Claire V. Silveira (s), Edward H. Disselkamp, Jerry Platt, Winton Prime.
- 559 Paducah, KY—Marshall G. Baker.
- 563 Glendale, CA—W. D. Newcomer.
- 569 Pascagoula, MS—Clifton T. White, Joseph N. Sublett.
- 586 Sacramento, CA—Daniel I. Nevis, Harry A. Schwalm.
- 595 Lynn, MA—Arnold Gilmour, Irene M. Gamache (s).
- 602 St. Louis, MO—Mark Twain Tedder.
- 620 Madison, NJ—Fred A. Lucia.
- 621 Bangor, ME—Charles Freeman Miles, Corilla M. Rowe (s).
- 626 Wilmington, DE—Clarence S. Bennett.
- 633 Madison, IL—Matt Schiber.
- 639 Akron, OH—Raymond M. Jordan.
- 650 Pomeroy, OH—Roy Galian.
- 665 Amarillo, TX—Orval L. Bennett.
- 668 Palo Alto, CA—George R. Moore, Marie T. Bergstrom (s).
- 670 Polson, MT—Laurence Wiberg Anderson.
- 678 Dubuque, IA—Madonna C. Kruse (s).
- 690 Little Rock, AR—Harley James Red.
- 698 Covington, KY—Frank E. Hellman, Rufus Doolin, Sr.
- 703 Lockland, OH—Alvin Vonbargen.
- 710 Long Beach, CA—Roger E. Peterson.
- 715 Elizabeth, NJ—Caroline E. Brown (s).
- 721 Los Angeles, CA—Antonio C. Galicia, Arne Solberg, Evelyn Marie Wood (s), Gabriel A. Zepeda, Joseph Cowan.
- 735 Mansfield, OH—Joseph G. Parella.
- 739 Cincinnati, OH—Donald Bearss.
- 742 Decatur, IL—Adam Broske.
- 743 Bakersfield, CA—Fred C. Hassman.
- 745 Honolulu, HI—Agnes E. Abe (s).
- 747 Oswego, NY—Harold Dear.
- 756 Bellingham, WA—Otto Hansen.
- 764 Shreveport, LA—Marge Lee Kelly (s).
- 770 Yakima, WA—Floyd McFarland, Ida K. Harris (s), James C. Moore.
- 781 Astoria, OR—Allen W. May.
- 781 Princeton, NJ—Russell W. Smith.
- 795 St. Louis, MO—Donald J. Hughes.
- 811 New Bethlehem, PA—Ethel E. Miller (s).
- 819 West Palm Beach, FL—Phillip J. Thornburg (s).
- 836 Janesville, WI—Reino Maki.
- 844 Canoga Park, CA—Brenda C. Page (s).
- 846 Lethbridge, Alta., CAN—Eugene Dudley.
- 857 Tucson, AZ—John Gross, Lloyd F. Buis, Roy F. Baldwin.
- 891 Hot Springs, AR—Farris A. Merritt.
- 902 Brooklyn, NY—Isak, Isakson.
- 903 Valdosta, GA—Auburn Parrish, Jr.
- 921 Portsmouth, NH—John E. Peterson.
- 925 Salinas, CA—Elmer Frank Wasson, Willie May Myhre (s).

- 938 Richmond, MO—Philip R. Talley.
- 943 Tulsa, OK—Terussa L. Eads (s).
- 944 San Bernardino, CA—Leonard J. Craig, William T. Smith.
- 945 Jefferson City, MO—Bernie Wyrick.
- 955 Appleton, WI—Harry Gebheim, Leah Winkler (s).
- 973 Texas City, TX—Mattie May Montgomery (s).
- 978 Springfield, MO—Glen Kelb.
- 982 Detroit, MI—Edith Bendell (s), Jean M. Tunks (s), Lawrence Peters, William Young.
- 993 Miami, FL—Edward W. Abbe, Paul Bryan.
- 998 Royal Oak, MI—Albert T. Walters, David Beitler.
- 1005 Merrillville, IN—Dorothy Jones (s), Glenn E. Wright.
- 1024 Cumberland, MD—James E. Martin, Lester Mulenax.
- 1026 Miami, FL—Ivan D. Hardyman, Judy Lee Kerrigan (s).
- 1027 Chicago, IL—Edna K. Shmukus (s).
- 1036 Longview, WA—Alvin D. Clifton.
- 1042 Plattsburgh, NY—Carl W. Skeels.
- 1043 Gary, IN—Philip G. Cook.
- 1052 Hollywood, CA—Charles Homer Grous, Joseph Quenville.
- 1053 Milwaukee, WI—Albert G. Dzick, Irene M. Holton (s).
- 1065 Salem, OR—Mortimer F. Brown.
- 1067 Port Huron, MI—Harold Vanderzyl.
- 1078 Fredericksburg, VA—Joseph B. Harding.
- 1084 Angleton, TX—Ada Belle Davidson (s).
- 1100 Flagstaff, AZ—James Bagwell, Roy P. Sweet.
- 1108 Cleveland, OH—Arthur G. Wengatz, August E. Frommer.
- 1113 San Bernardino, CA—Anna Ruth Ueland (s).
- 1120 Portland, OR—Gaetano Piccolo, Harold Clifton, Herman E. Hilken.
- 1125 Los Angeles, CA—Lois K. Roosa (s).
- 1140 San Pedro, CA—Louise Salazar (s).
- 1141 Baltimore, MD—Claude R. Lawson.
- 1147 Roseville, CA—Luther E. Cole.
- 1148 Olympia, WA—John E. Kangas.
- 1150 Saratoga Springs, NY—Leon M. Verity, William W. Lovell.
- 1164 New York, NY—Emil Klein, Fred Jaklitsch.
- 1172 Billings, MT—Jay A. Henman.
- 1184 Seattle, WA—Gisle Aurelius Larsen.
- 1185 Chicago, IL—Theresa G. Fink (s).
- 1274 Decatur, AL—John W. Graves, Orville L. Keel.
- 1280 Mountain View, CA—Lee A. Mullen.
- 1281 Anchorage, AK—Rosine Florence Westover (s).
- 1289 Seattle, WA—Edward Koback, Stanley L. Gibbons, William F. Daschner.
- 1305 Fall River, MA—David F. Driscoll.
- 1308 Lake Worth, FL—James E. Martin.
- 1310 St. Louis, MO—James Lossos.
- 1311 Dayton, OH—Charles F. Moore, Edward L. Jones, John Palotas.
- 1319 Albuquerque, NM—Oscar L. Murry.
- 1325 Edmonton, Alta., CAN—George Chrapko.
- 1333 State College, PA—Emil Hirsch.
- 1342 Irvington, NJ—Frank A. Tirico, Marion McClary Herod (s), Saher Tutko.
- 1351 Leadville, CO—James Kemp.
- 1366 Province of New Brunswick—Theodore Gordon.
- 1394 Ft. Lauderdale, FL—Gregory S. Staats.
- 1403 Watertown, WI—Richard Strobusch.
- 1404 Biloxi, MS—George Meaut.
- 1407 San Pedro, CA—Frank Luevano.
- 1408 Redwood City, CA—Harold Pierce, Harry S. Courter, Walter J. Fiebig.
- 1419 Johnstown, PA—Ada M. Price (s).
- 1425 Sudbury, Ont., CAN—Ronald Matthews.
- 1437 Compton, CA—Arthur Thomas III, Paul H. Barnes.
- 1452 Detroit, MI—Robert Kott.
- 1453 Huntington Beach, CA—Clifford P. Sparke, William C. Slater, Wilson F. Loper.
- 1460 Edmonton, Alta., CAN—Austin V. Hall.
- 1485 La Porte, IN—James Schroff.
- 1489 Burlington, NJ—Edward P. Fowler, Russell C. Williams.
- 1497 E. Los Angeles, CA—Woodrow W. Jinks.
- 1536 New York, NY—George Rahner, Lena Benini (s).
- 1539 Chicago, IL—Harold Henschel.
- 1571 East San Diego, CA—Benny G. Christensen, Ferne F. Magar (s), John B. Collins, Owey C. Cote.
- 1588 Sydney, NS, CAN—Lorne V. Maclean.
- 1592 Sarnia, Ont., CAN—Margaret Josephine Robb (s), Ronald McCabe.
- 1622 Hayward, CA—Gilbert J. Silva, Joyce Heckathorn (s).
- 1632 St. Luis Bispo, CA—Howard W. Gilbert.
- 1635 Kansas City, MO—Joseph A. Pfeifer.
- 1644 Minneapolis, MN—Martha L. Carlson (s).
- 1665 Alexandria, VA—Herbert R. Waters, Howard G. Hamilton.
- 1669 Ft. William, Ont., CAN—Pekka Vengas.
- 1693 Chicago, IL—Ida I. Danstrom.
- 1699 Pasco, WA—Elmer N. Rummel, Fern C. Tranham (s).
- 1715 Vancouver, WA—Maurice Eugene Moore, James M. Wiseman.
- 1723 Columbus, GA—William F. Starling.
- 1746 Portland, OR—Clarence E. Monks.
- 1752 Pomona, CA—Ethel A. F. Gross.

- 1770 Cape Girardeau, MO—Durward R. Haynes
 1775 Columbus, IN—Alfred H. Vonstrohe.
 1780 Las Vegas, NV—Joseph R. Lavalée, Pauline A. Bruce (s).
 1811 Monroe, LA—Benjamin F. Wilhite, Glenda Dianne Wilhite (s).
 1815 Santa Ana, CA—George F. McIntire, Paul Ogilvie, Raymond J. Potter, William McAndrew.
 1837 Babylon, NY—Robert Babcock, Salvatore Pravata.
 1839 Washington, MO—George C. Love.
 1846 New Orleans, LA—Earl E. Hardouin, Sr., Milton L. Donnell, Wilbert M. Dorsey.
 1849 Pasco, WA—Chrs N. Erickson, Sr.
 1904 North Kansas, MO—Mildred L. Dietz (s).
 1929 Cleveland, OH—Rita M. Stanton (s).
 1953 Warrensburg, MO—Glen F. Alvis.
 1976 Los Angeles, CA—Frank Rosenberg, Robert Gaston.
 2006 Los Gatos, CA—John R. Housley.
 2018 Ocean County, NJ—Calvin P. Brown.
 2020 San Diego, CA—Joseph D. Gafa, Vernon B. Keller.
 2033 Front Royal, VA—Garland Robert Broy.
 2035 Kingsbeach, CA—Evelyn Hacker (s).
 2049 Gilbertsville, KY—Merrell D. Miller.
 2073 Milwaukee, WI—Lydia M. Maternowski (s).
 2101 Moorefield, WV—Vernon A. Helmick.
 2110 New City, NY—Scott E. Dayton.
 2114 Napa, CA—Henry P. Gentry.
 2158 Rock Island, IL—Raymond Henry Puetsch.
 2164 San Francisco, CA—Algot F. Falk.
 2205 Wenatchee, WA—Melvin C. Bull.
 2212 Newark, NJ—Ernest Grunn, George Sabanosh.
 2231 Los Angeles, CA—Wendal H. Baker.
 2252 Grand Rapids, MI—Bertha Haney (s), Earl Neville.
 2287 New York, NY—Oliver Smeland, Paul Wallisch.
 2288 Los Angeles, CA—Jesse C. McCoy, Martin Carlson, Roscoe H. Anderson.
 2329 Lock Haven, PA—Florence M. Douty (s).
 2352 Corinth, TN—Larry W. Campbell.
 2360 Columbia, TN—Lettie Lois Givens (s).
 2398 El Cajon, CA—Orville E. Thomas.
 2404 Vancouver, BC, CAN—Marcelle Leona Pontious (s).
 2467 Florence, CO—Harry O. Evans.
 2493 Quesnel BC, CAN—Nicolas Diakiw.
 2519 Seattle, WA—Arthur M. Seehafer, Emil Reddeman.
 2545 Quesnel, BC, CAN—Marilyn Joan Heywood.
 2554 Lebanon, OR—William Kneale.
 2564 Grand Fall, N.B., CAN—Moody Dove, Ronald Colbourne.
 2573 Coos Bay, OR—Augusta J. Anderson.
 2601 Lafayette, IN—Marshall C. Fultz.
 2633 Tacoma, WA—Clarence Goerger.
 2652 Standard, CA—Robert A. Tarbet.
 2679 Toronto, Ont., CAN—Paul Lize.
 2714 Dallas, OR—Melvin Earl Stuewe, Mildred Berg (s).
 2767 Morton, WA—Frank Klepach.
 2791 Sweet Home, OR—Oliver Howard Goodwin.
 2816 Emmett, ID—Helen Thompson (s).
 2902 Burns, OR—Fred Bernal, Ruby Arglee Nichols (s).
 2910 Baker, OR—Claude Stuart Follett.
 2979 Merrill, WI—Charles Cotter.
 3023 Omak, WA—George Emerson Batcham.
 3054 London, Ont., CAN—Shirley I. Taylor.
 3064 Toledo, OR—Leland J. Loomis.
 3088 Stockton, CA—Claude B. Stockton, Lee Carter, Marjorie Lobosco.
 3090 Murfreesboro, NC—John W. Brooks, Moses Brooks, Willie James Clark.
 3099 Aberdeen, WA—Adam Winkle.
 3161 Maywood, CA—Jose Galvan.
 3206 Pompano Beach, FL—Margaret Heckenberger (s).
 3210 Madison, IN—Myrene Leach Gross (s).
 3223 Elizabethtown, KY—Dorothy T. Phillips (s).
 7000 Province of Quebec, LCL, 134-2—Aline Martin (s).

Future Living

Continued from Page 16

will come out, and everyone will leave," he says. New management techniques will ensure a steady, if expensive, water supply for the next century, he believes.

New Mexico, Georgia, and the Carolinas will be destinations for the elderly, a growing segment of migratory Americans, says Dr. Jeanne Biggar, an associate professor of sociology at the University of Virginia who follows the living patterns of the aging. The four states are among those making special efforts to build recreational communities for retired Americans.

Elderly widows and other single people might make homes in "mingles" units, says Bruce Stokes, who made a global study of housing for Worldwatch Institute. These dwellings, built for non-related people who can't afford houses or condominiums of their own, would have two or more master bedrooms and a shared living room and kitchen.

Condominiums still will be popular, but high-rise apartment buildings—the intended answer to a population crunch that never came—will become almost extinct, Stokes says.

NO DREAM HOMES

He and other housing specialists believe the 20th century's "dream home," with several bedrooms and multi-car garage, will be the 21st century's dinosaur.

High prices of land, building materials, labor, and energy, they say, will make those new homes as undesirable as a gas-guzzler in an energy crisis. And falling birth rates may mean a dearth of buyers for the large homes already in existence.

Some population directions will scarcely budge. The nation's population center is expected to be in eastern Missouri in 2000, only 40 miles west of where it is today.

Parker Retires

Continued from Page 13

White House Conference on Productivity and instigated "800" telephone numbers on national UBC television commercials that callers could receive information about the UBC. Parker also leaves the ongoing Operation Turn-around program that continues to combat the growing open-shop movement in the North American construction industry. But perhaps the greatest honor of all was when Hampton, S.C., Local 3130, the local to which Parker now belongs, named their headquarters building in his honor—the James A. Parker Hall.

Economic Complacency

Continued from Page 3

to move some production overseas, including such companies as Ingersoll-Rand, a heavy equipment company; Bechman Industries, a laboratory equipment designer; and Hewlett Packard, a high-tech company.

INTEREST RATES

Another problem for the economy is that historically high levels continue in what are called "real" interest rates, or the rate of interest in comparison to the rate of inflation. Traditionally interest rates have only been a few points higher than the inflation rate, rather than the 4-8% spread of today. That means that interest-sensitive sectors of the economy like housing, construction, shipbuilding, and utilities continue to be squeezed. The difference between the 9% mortgage rate (common in 1978) and a 12% mortgage rate (on a regular 30-year mortgage) is more than the total labor and material costs of a house. For example, on a \$70,000 mortgage, payments at 9% total \$203,000 over 30 years; whereas at a 12% mortgage, the total is \$259,000. The high interest rates also have a severe impact on the Federal government deficits. Interest payments on the national debt have risen from \$53 billion in 1980 to \$130 billion in 1985.

Other problems that continue to threaten the economy are bank failures, which rose to post-depression high levels in 1984, and the fear of foreign countries defaulting on their huge debts to the U.S.

Thus, the outlook for 1985 must be tempered by the many problems that continue to plague the economy. While the forecasters continue to project further economic growth, economists are concerned with the risk of another recession. If the economic forecast were like the weather forecast, then the outlook should include a "30% possibility" of another downturn. In short, it's no time for complacency, but a time for a willingness to recognize the problems our economy faces and to do something about it—preferably, something fair and equitable.

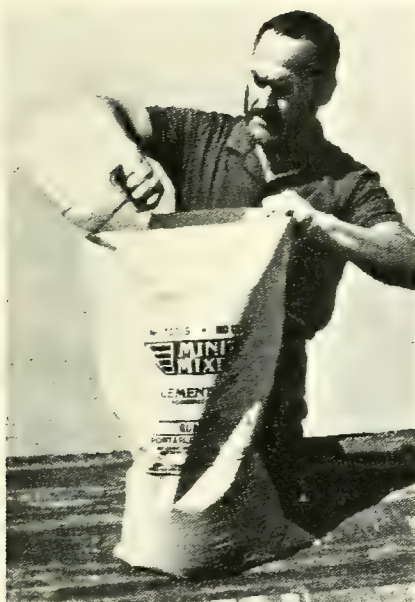


CARL STAMWITZ

"I know you're telling them to 'BUY UNION,' but you should emphasize that U and I."



CONCRETE MIX BAG



Larry Charles of Seattle, Wash., didn't have his wheelbarrow, and a friend had loaned his out. He had to mix a small batch of concrete. He hit upon the idea of stirring up his dry mix and water in a heavy duty plastic bag, such as is used by some companies to store rock, sand, and gravel.

Now he's manufacturing and marketing "Minit Mixer," an orange-colored polyethylene bag, 18½ by 33 inches, that'll take a full 60- or 90-pound bag of dry mix and in a minute or two of muscle action produce concrete that's ready to pour.

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Write: Minit Mixer, Department 700, P.O. Box 69241, Seattle, Wash. 98188.



INDEX OF ADVERTISERS

American Lung Assn	25
Clifton Enterprises	26
Hydrolevel	21
Marsupial Enterprises	39

BEAM MACHINE

"The Beam Machine," a chainsaw attachment, cuts structural timbers from logs, on a work site. It's ideal for log cabin building, making dados in logs or beams, and it is useful as a cut-off saw.

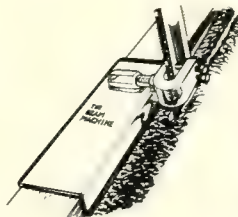
The device was developed by Ted Mather, a member of Local 1882 Campbell River, B.C., while he was laid off in 1981.

The Beam Machine eliminates the strain of using a chainsaw because it supports the weight of the saw and provides you with a smooth, leveraged sawing motion. The design is simple, sturdy, and it comes with a lifetime guarantee on materials and workmanship. The Beam Machine can be attached quickly to any chainsaw, and any size board can be cut. To operate it, simply set the chainsaw bar in its special clamp and tighten the screws, according to Mather. Then nail a 2x4 on a log, position the saw and mill on the 2x4, and cut away. The unique dog-teeth work with a rolling action to "walk" the chainsaw down the log, making a straight, flat cut.

The device is of solid steel construction, and its hardened serrated safety bit clamp and 2 set screws hold the saw firmly in place.

The suggested mail-order price is \$33.95 but Mather discounts it to \$25.00 for union members. Both prices include shipping and handling costs. For further information, or to order a Beam Machine, write: The Beam Machine, 3023 362nd Street, S.E., Fall City, Washington 98024.

The Beam Machine is guided by a 2" x 4" attached to the log.



PLEASE NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



SQUARE BELT LINK



Marsupial Enterprises' patent-pending, speed square belt link was developed by and for the carpenter. It eliminates the problem of carrying this valuable carpenter's tool. No more getting poked in the back or taking up the entire large pocket of your pouch. Simply slide the speed square on to your belt (the belt link will accommodate belts up to 2½" wide), and you are now ready to use your speed square.

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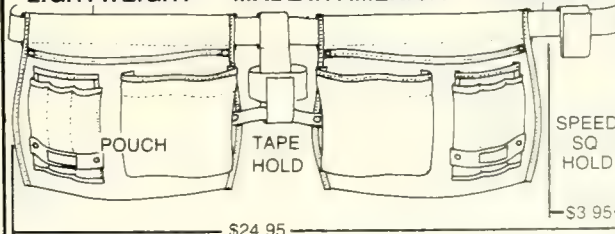
The speed square belt link is \$4.95 postage paid or comes free for a limited time when our complete pouch assembly is purchased. For more information or to order, write to:

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ASBESTOS BOOKLET

Asbestor—The Deadly Dust is the title of a new booklet produced by the UBC Department of Occupational Safety and Health. It covers the dangers of asbestos, exposure levels in the workplace, OSHA standards, and how to control asbestos exposures. Particular attention is paid to the problem in construction where exposures are highest. This publication addresses one of the most serious hazards faced by our members. Copies of the booklet have been sent to all local unions. Additional copies are available from the UBC Safety Department, 101 Constitution Ave., N.W., Washington, D.C. 20001

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Marsupial
ENTERPRISES

There are Corporate Mergers, and There are Union Mergers, but There's a difference

One bleeds workers and their families; the other gives them strength.

There was a front-page article in *The Wall Street Journal*, last month, with a headline which said in part: "Unions Seek Mergers to Retain Their Clout."

The article points out that there have been 29 mergers of national and international unions in the past six years and that these mergers have been entered into so that the unions can achieve cost savings, make organizing easier, and "prevent deaths in the family" of the AFL-CIO.

Then, if you thumb through the pages of that same *Wall Street Journal*, you read stories of corporation mergers—stock splits, increased dividends, company acquisitions, "golden parachutes" (bonus arrangements for executives), and other maneuverings of big business, accomplished through mergers.

This is, indeed, a time of mergers—corporate mergers and, on occasion, union mergers. They are both mergers of money and people, but the similarity stops there. There is a whale of a difference between the two!

You will find, if you stick with a corporate merger history long enough, that some big-business mergers are created to pool bank accounts, investments, and other assets so that the executive officers of the merging companies can get increased income—sometimes two, three, four, or more salaries, because, frequently each company involved in a merger has a board of directors, and the chief executive officers (often called "CEOs") sit on each board of each subsidiary company and draw stipends.

Along with a merger comes the consolidation from each of real property—or real estate—and the selling off of "marginal" plants and plant sites. There are profits to be made from subsidiary companies every step of the way, and there are windfall profits for the corporate attorneys and the tax attorneys who draw up all the papers and the certified public accountants who actually created the conglomerate.

Often, the only people who lose in corporate mergers and corporate "takeovers" are the wage earners in the companies merged—that long list of little people supplied by Personnel, particularly the seniors on the verge of retirement, the "new hires,"

and those left behind by the "high-tech" developments in the industry. Sometimes, an entire industrial plant is closed down because its profits are not up to those of other plants in "union-free environments."

There are, of course, corporate mergers which make sense, due to unforeseen circumstances. With unfair foreign competition being what it is today, there are instances where mergers are necessary to save a sinking domestic company or industry. There are industrial plants which suffer because of changing markets, and management looks around for some guardian angels to take them over. If management has human compassion in such cases, there is severance pay for employees laid off, retraining, and other steps taken to ease the blow.

All too often, however, the company employees and the community they serve are simply expendable.

There's a famous story about a railroad tycoon of a century ago named Jay Gould, who was trying to defeat the Railroad Brotherhoods in their attempts to organize his railroad. Gould had instructed his managers to charge the highest rates possible to the railroad's customers. Gould was warned that the public might soon be in sympathy with the railroad unions if the high rates continued, to which Gould replied, "The public be damned!" He boasted, "I can hire one half of the working class to kill the other half." Those were the days of the big business monopolies.

We've come a long way since those days, but that high-handed attitude still appears from time to time today, as unions deal with employers. Fortunately, there are laws on the books today to prevent the worker oppression of a century ago—anti-trust laws, legal protections against arbitrary injunctions, and government regulations which monitor the public interest.

Unfortunately, the deregulation fever which struck the Federal Government during the first four years of the Reagan Administration has not completely subsided, and it could rise again, adding to wage-earner woes and causing the "public be damned" attitude to creep back into the nation's labor-management relations once more.

In May of last year I joined with my fellow members of the AFL-CIO Executive Council in approving a general statement on "the corporate takeover binge." We said at that time:

"Instead of investing in new plants and machinery and creating jobs for the future of America, corporations have gone on a takeover binge and have engaged in leveraged buy-outs, stock speculation and wild bidding wars. These actions are designed to achieve enormous profits for the already rich without adding a single additional job. They do nothing to improve the competitiveness of American firms in the international arena but rather amount to little more than executive mud wrestling. Tax policies and bank lending policies fuel the craze for the buying and selling of corporations.

"In these takeovers, no account is taken of the interests of the employees involved. Employees are

traded and bartered as chattel in the corporate wars for control and fast profits. Workers' wages, working conditions, pensions and even their jobs are threatened by divestitures and takeovers.

"The takeovers are encouraged by the Reagan deregulation fever, and the failure of the Justice Department and the Federal Trade Commission to rigorously enforce anti-trust laws. The Securities and Exchange Commission fails to require adequate notice and accounting for the actions of financial stock manipulators. . . .

"The new tax law's accelerated depreciation provisions encourage the acquisition and divestiture of assets strictly for tax avoidance, not for investment purposes. Some firms are being bought solely for their tax losses, to be used to reduce tax liabilities.

"Banks aid and abet the takeover mania by extending tens of billions of dollars in credit to competing takeover aspirants. These credit commitments tend to raise overall interest rates and limit the ability of banks to make other, more productive loans. In the leveraged buy-out schemes, a few executives obtain bank loans collateralized by the corporation's assets to purchase controlling stock interest in a corporation.

"The laissez-faire policies of the Reagan Administration encouraging takeovers and cannibalization of corporations must be changed. The interests of employees and consumers must be taken into account. The tax policies and credit policies that favor takeovers need to be changed.

"Specifically, we call for:

- prohibiting huge conglomerate mergers
- changing tax laws to limit the repeated depreciation of assets through mergers and acquisitions, to limit the carry-over of tax losses, and to limit capital gains treatment of such profits
- credit control legislation to restrict extension of credit for large mergers or leveraged buy-outs (involving more than \$100 million in credit)
- guarantees for workers' pensions as part of divestiture and takeover arrangements
- protection of workers and consumer interests affected by divestiture or takeover
- restricting foreign acquisition of firms engaged in operations related to national security
- curbing "golden parachutes"
- federal chartering of major corporations
- prohibiting interlocking directorates of major firms and banks
- temporarily prohibiting any more mergers in the oil industry
- limiting media concentration
- restricting interstate banking and non-bank acquisitions by bank holding companies as well as limiting financial activities of non-banking institutions."

These, then, are corporate mergers. What, then, of union mergers? Who and what do they accomplish?

Union mergers, in every case I know of, are arranged for the betterment of the union members involved and frequently for the good of an industry as well. Recent mergers in the textile industry and in the clothing industry, for example, have come about because unfair, non-union competition in North

America and abroad have threatened the very survival of the domestic industries and their workers. Mergers of other industrial unions have come about because the pooling of funds, staffs, and other resources have enabled rank and file workers to obtain better wages and working conditions and protect themselves from management anti-union tactics.

The history of our own union shows mergers with other unions in early years. A century ago the United Brotherhood brought into its ranks the Amalgamated Society of Carpenters, the Amalgamated Woodworkers, and the United Order of American Carpenters and Joiners, and we accepted into our organization remnants of the Knights of Labor. In recent years, we were joined by the Wood, Wire and Metal Lathers International Union.

We are not adverse to discussing merger with other unions in the future, if and when it seems appropriate to do so.

The platform of the UBC, adopted in 1881, at our first convention, states our purpose: "We must form a union broad enough to embrace every carpenter and joiner in the land—one that will protect every man in his labor and in his wages. . . . The object of the organization is to rescue our trade from its low estate and raise ourselves to that position in society which we as mechanics are justly entitled and to place ourselves on a foundation sufficiently strong to secure us from further encroachments. . . ."

Patrick Campbell
Patrick J. Campbell
General President



75 Years of Being Prepared



*The Boy Scouts of America
commemorate three-quarters
of a century of service
... still striving to perform
a good deed daily.*

February 1985 marks the 75th Anniversary of the Boy Scouts of America. In 1913 AFL President Samuel Gompers pledged to promote Scouting, and since then thousands of local unions have chartered Cub Scout packs, Boy Scout troops and Explorer units, including those for the handicapped.

Today you can find AFL-CIO unions and individual trade unionists involved in an estimated one-quarter of all Scouting activities, ranging from sponsoring a Scout unit and coordinating its fundraising to constructing a Scout camp and insuring that it is barrier-free for the handicapped.

Scouting offers a program for America's youth with the proven ability to develop better citizens. Scouting also offers an alternative to other, possibly negative, activities during the energetic years of youth.

The United Brotherhood of Carpenters and Joiners of America salutes the Boy Scouts of America. May the partnership continue for another 75 years and more.

For more information on how you can get involved in the work with youngsters and the fun of Cub Scouting, Scouting or Exploring, contact your local central labor council, the local Scout council or J. Robert Miller, Director of Labor Relationships, Boy Scouts of America, 1325 Walnut Hill Lane, Irving, Texas 75038-3096.

COMMUNITY SERVICE THROUGH SCOUTING

The new "American Labor" merit badge will be ready in 1986.



Artist Norman Rockwell did a painting for the Boy Scout calendar almost every year from 1925 through 1976. Through his portrayal of Scout activities, he became closely identified with the ideal image of the Boy Scouts of America. This 1946 work was titled "A Guiding Hand."



The George Meany Award is presented to union members recognized by their peers as outstanding Scout leaders. Since 1974, when the Meany Award was first presented, 104 out of a total of 919 union recipients have been UBC members. It is worn on the right uniform pocket by men and above the BSA strip of the uniform blouse or dress of women Cub Scout leaders.

March 1985

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

**Free Trade
vs Fair Trade,
the Dilemma
Threatening
North American
Standards**



Cover Story

**Multinationals
Export Jobs
and Technology**

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In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

Multinationals Play Havoc with Jobs	2
Southern Industrial Workers Urged to 'Get on Board'	6
L-P is Paying Heavy Price	8
Blandex, a union-label alternative to L-P	10
Reagan Tax Proposals Threaten Benefits	12
Union Contracts Worth \$100 a Week Advantage	13
Labor Has Two Lists: Unfair and Don't Buy	14
Operation Turnaround: Minnesota Action	15
Getting a Grip on Safety	16
Carpenter's Wrist and Related Problems	17
Model Furnace Constructed in Hamilton, Ontario	23

DEPARTMENTS

Washington Report	5
Ottawa Report	19
Local Union News	20
Consumer Clipboard: Union Pharmaceuticals	25
Members in the News	26
Apprenticeship and Training	27
We Congratulate	29
Plane Gossip	31
Retirees' Notebook	32
Service to the Brotherhood	33
In Memoriam	37
What's New?	39
President's Message	Patrick J. Campbell 40

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Printed in U.S.A.

THE COVER

A modern merchant ship plies the open sea with a deckload of cargo containers, loaded with manufactured goods destined for North American markets.

Each year, more and more cheap, imported goods arrive at North American docks, and fewer and fewer U.S. and Canadian goods find markets overseas. The United States trade deficit hit a record \$123 billion last year.

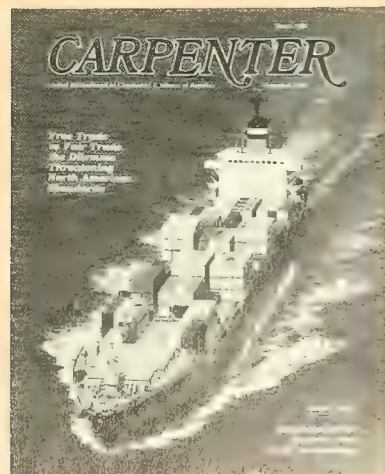
The unbalanced trade situation is blamed by economists partly on the super-high dollar, partly on the high interest rates charged by financial institutions, and partly on U.S. budget deficits. Much of the blame also lies at the doors of multinational corporations which are exploiting cheap labor overseas.

"It's the number one issue right now," says Senator John Danforth, the Missouri Republican, who is the chairman of the Senate Finance trade subcommittee and a frequent critic of the Reagan Administration's trade policies.

Many nations are increasing their barriers to imports of U.S. goods, and they are often subsidizing their exports, putting the manufacturing communities of the U.S. and Canada at a financial disadvantage and putting many North American workers out on the streets.

—The cover photograph is by Philip Wallick for H. Armstrong Roberts.

NOTE: Readers who would like additional copies of this cover may obtain them by sending 50¢ in coin to cover mailing costs to the Editor, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



Large, private corporations are increasingly able to shift jobs, plants, and resources around the globe as they please.



Unleashed Multinational Power Spells

"By the year 2001, 200 giant corporations will own 54% of all the productive assets worth owning on the planet Earth."

—Judd Polk, Economist

"We must launch a crusade for understanding to explain why global corporations should have freer rein to move goods, capital, and technology around the world without the interference of nation-states; but such a crusade calls for the public relations campaign of the century."

—David Rockefeller, former chairman, Chase Manhattan Corporation

"I have long dreamed of buying an island owned by no nation, and of establishing the world headquarters of the Dow Chemical Co. in the truly neutral ground of such an island, beholden to no nation or society. If we were located on such truly neutral ground, we could then really operate in the U.S. as U.S. citizens, in Japan as Japanese citizens, and in Brazil as Brazilians, rather than being governed by the laws of the U.S."

—Carl Gerstaker, former executive, Dow Chemical Co.

Multinational corporations and stateless money are changing the workaday world as we know it today.

The day will come when a corporate executive in some ivory tower in some foreign country, who might not speak your language, will press a button or initial a document, and you and your fellow workers will be out of jobs.

It's already happening on a small scale, if we believe a United Nations report issued during the past decade.

The small businessman, the small farmer, and the individual worker may have little clout in tomorrow's world, unless nations come to grips with the growing power of huge international, or multinational, corporations, and the multinational banks which make them possible.

Today international commerce is totally dependent on a supranational banking system, the magazine *Business*

Week reports. "Multinational business could not operate in a volatile world of floating exchange rates without it."

International bankers and investors in New York, London, Singapore, Hong Kong, and elsewhere deal in German marks, Japanese yen, highly-valued dollars, and any other currency which, when exchanged, will yield a profit. This so-called "stateless money" has increased from only a billion or two in 1962 to more than \$400 billion today.

"There is no doubt that multinational corporations could precipitate a currency crisis, if they were to move only a small proportion of their assets from one nation to another," the UN report warns.

More than 200 companies, many of them American or Canadian based but operating primarily overseas, have annual sales which surpass \$1 billion. Several have annual sales of \$10 billion

or more.

Multinational corporations, seeking worldwide profits from the manufactured goods of cheap, exploited labor, can create havoc for North American workers.

A generation ago . . . before communications satellites began flashing instantaneous stock market reports . . . before our domestic oil reserves ran low and OPEC began putting on the squeeze . . . before shipyards in Japan, Korea, and Singapore were able to produce supertankers and super cargo ships due to their substandard labor costs . . . before merchants' ships of Panamanian and Liberian registry began undercutting American seamen . . . before illegal immigrants began flooding our borders . . . life was relatively simple for North American industry and its workers.

The "American way of life" was a model for the world. Yankee ingenuity and technology produced cars, radios, television sets, cameras, and machinery which were the envy of the world. North American firms sold their products at home, where there was purchasing power among the consumers. Profits remained at home, and business was only concerned with government regulations in Washington and Ottawa.

All that has changed, and we may never go back to the old days again.

What it boils down to is that American jobs are going overseas at a rapid rate, and there is not enough being done to stop the flood.

North American workers will have

the world. Too often, commentators and critics resort to simplistic terminology, such as 'free trade' versus 'protectionism,' without understanding the paramount concern of workers everywhere—their jobs.

"American unions strongly assert that their voice—the voice of American workers whose jobs are often blithely negotiated away by governments without thought given to the human consequences—belongs, and ought to be, at the center of U.S. decisions on international trade and investment when those decisions are made.

"Distinguished and honorable men today cry 'free trade' and there is no free trade. Every wind that blows from Geneva, or Moscow, or Tokyo, or the capitals of the OPEC nations, or the bloc of 77 Third World countries, or the Common Market, bears bad tidings. They tell of cartels and monopolies, of government central trading corporations and purchasing missions exploiting in secret, open commodities and markets, while the U.S. remains the only grain-exporting country in the world that does not protect its supplies and citizens through a governmental grain board.

"They spread the word of export subsidies, value-added tax gimmicks and remissions, subsidized credits, local 'content' laws, rigged and manipulated exchange rates and ever-rising barriers around the markets of nations and blocs of nations. They tell of joint ventures and barter agreements with state enterprises employing forced la-

subsidize its risk-taking."

Last month we received a letter from an advertising agency in New England, boasting that its client, a major manufacturer and distributor with headquarters in Worcester, Mass., is now "the first American manufacturer to import a full line of sandpaper made in its own foreign facilities to sell in the U.S."

This imported sandpaper is offered to distributors and retailers at prices 35% to 40% below those of the standard and competitor lines.

The company, which is the world's leading producer of abrasives, synthetic diamond drill bits, and many other products, operates 127 plants in 28 countries and employs 20,000 people! Its sales in 1983 totalled \$1.13 billion!

This is only one recent instance of a multinational whittling away at U.S. jobs. As long ago as 1973 some 1,800 employees of the Consolidated National Shoe Corporation lost their jobs to imports from Italy, Taiwan, and elsewhere and became certified by the U.S. Labor Department for trade adjustment assistance.

At about the same time, 500 employees of H.H. Scott, Inc., a manufacturer of electronic products, lost their jobs and became eligible for trade adjustment assistance.

"Trade adjustment assistance" is a form of unemployment compensation and career adjustment which was created by the Federal government several years ago to ease the shock of job loss due to cheap imports.

The new Reagan budget wants to do

Trouble For North American Workers

their standard of living reduced at the expense of the underdeveloped nations of the world, unless corrective action is taken. Cheap labor in Third World countries is a tempting lure for North American companies. Given enough time, we could all be working for the lowest wages which non-union conditions can create.

North American labor organizations have traditionally supported fair trade among nations. We believe in the economic growth and stability of other nations, but our wages must not be pulled down from the hard-won gains of a century of progress, just to give other nations an economic advantage.

Labor's position was well expressed recently by AFL-CIO President Lane Kirkland when he stated:

"The subject of international trade is one of the most complex and difficult problems faced by trade unionists around

bor. They sing of tax havens and prostituted flags. They fly the Jolly Roger of industrial piracy and the bribery of corporations by nations through extravagant concessions and virtual gifts of land and labor to lure their plants. They tell of industrial 'free' zones, fenced off from local markets and carved out as cut-rate export platforms.

"This recitation could go on ad nauseam with an endless litany of measures designed to tilt the scales of economic law to our disadvantage. But American labor just adds the question: Are these things just a spasm of the past, a temporary aberration of the present, or the running tide of the future . . . and who can say for sure?"

The syndicated columnist Carl Rowan elaborates, "A corporation that thinks it can make a bundle by opening a factory in a shaky foreign country can find a government program that will

away with even this small form of income insurance for American workers.

Imports have so penetrated the North American market that in many cases the U.S. and Canadian buyer has no choice but to buy an imported product. There are no alternative American- or Canadian-made products to turn to. Cameras are a case in point. Electronic equipment is, more and more, foreign made. Steel is imported in greater quantities, putting U.S. Steelworkers on the streets.

And yet American consumers have faced such an onslaught of promotion for imported products in recent years, that many have become indifferent to the consequences these products have for American wage earners.

In a recent letter to *Carpenter* magazine Albert Clough of Local 218, Boston, Mass., describes an American "who

The multinational approach as seen by Labor Cartoonist Bernie Seaman.



"As part of our imports kit, here is a sign for your North American plant."



"There's a minor hurdle you jump to reach the North American market."



"Here's the beauty part of the whole move to an underdeveloped country . . ."

drove his German car, made of Swedish steel with an interior of Argentine leather, to a gasoline station, where he filled up with Arab oil shipped in a Liberian tanker and bought two French tires, made of rubber from Sri Lanka. At home he dropped his Moroccan briefcase, hung up his Scottish tweed wool coat, removed his Italian shoes and Egyptian cotton shirt, then donned a Hong Kong robe and matching slippers from Taiwan. . . . More comfortable now, he poured a cup of hot Brazilian coffee into an English coffee mug, set a Mexican placemat on an Irish linen tablecloth atop a Danish table varnished with linseed oil from India. Then he filled his Austrian pipe with Turkish tobacco, lit it, and picked up a Japanese ballpoint pen with which he wrote a letter to his Congressman demanding to know why the United States has an unfavorable balance of trade."

That's a good question, and it's all tied up with multinational corporations, stateless money, and international diplomacy.

America's trade deficit—the amount of trade goods coming to our shores over what goes out—reached a record \$123.3 billion last year. It is costing U.S. workers millions of jobs. Eventually there may not be enough money in the pockets of U.S. and Canadian workers to buy all the goods coming in.

A Washington-based international economic consultant, Edward Bernstein, called the situation "a divided economy." He told the *Wall Street Journal* that, although most of the United States is enjoying robust growth and general good times, industries directly affected by the dollar—exporters, manufacturers, agriculture and mining—are "in a true depression," with their market shares eroding rapidly and their profit margins severely squeezed.

AFL-CIO Research Director Rudy Oswald pointed out recently that these tremendous trade deficits "are mortgaging the future economic well-being of the American people." It is estimated that each billion dollars in trade deficit costs 25,000 American jobs.

Your union is not simply pointing a finger at the growing menace and crying wolf. It joins in a call for governmental relief. The AFL-CIO Executive Council, in 1982, asked for these corrective actions.

- placement of temporary restrictions on harmful imports to prevent added penetration of domestic markets by foreign producers and a further weakening of the domestic industrial base.
- enactment of domestic content laws to protect endangered industries, which assure the continued U.S.

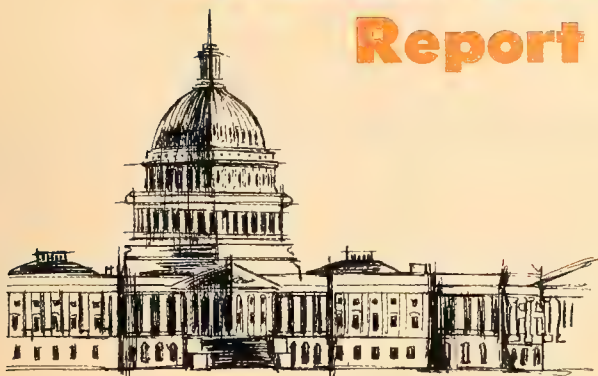
and Canadian capability to produce many manufactured goods.

- speedy and effective handling of dumping and subsidy cases to assure the promised redress for these unfair trade practices.
- ending of the President's continued authority to negotiate further tariff reduction.
- assurance that a portion of raw material exports be processed in North America, so that export of products such as grain, logs, etc., is conditioned upon specific domestic processing.
- establishment of bilateral shipping agreements and adherence to cargo preference laws.
- extension of the "manufacturing clause" of the U.S. Copyright Law to protect against widespread losses of jobs in the printing industry.
- extension of Trade Adjustment Assistance to provide adequate compensation to those unemployed because of trade, and improve training, job search, and relocation aid to those displaced workers who need such help.
- commitment that foreign grant, insurance and loan programs, such as the Export-Import Bank, are carefully managed to safeguard workers' interests at home and abroad. Despite defects of the Ex-Im Bank, funds must not be slashed until other countries cut or eliminate their subsidy programs. Ex-Im Bank funds and guarantees must not be extended to any Communist countries.
- aid in the development of Caribbean nations needs to be enhanced, but proposals for "one-way" free trade and additional investment incentives to U.S. firms for investing abroad should be rejected.
- vigorous enforcement of reciprocity provisions of the Trade Act must be undertaken.

The AFL-CIO believes that enforcement of the Trade Act and the fashioning of new remedies to assure a strong and diversified industrial structure are essential for U.S. and Canadian well-being.

When he was first campaigning for the U.S. Presidency five years ago, President Ronald Reagan compared conditions in the United States at that time to those which existed during the declining years of the Roman Empire. Is it possible that his comparison then is, ironically, an indication of what is actually happening in his own final term of office—thanks to the growing threat of multinational power?

Washington Report



LABOR HITS BENEFIT TAX PLAN

A U.S. Treasury proposal to tax employer-paid worker fringe benefits, such as health insurance, day care, and pensions, has been attacked by AFL-CIO President Lane Kirkland, who announced the federation's firm opposition to the proposals.

The proposals would mean taking money out of the pockets of workers and would result in reducing essential coverage of workers and their families, Kirkland said. In addition, he said, the Treasury grossly exaggerates the potential revenue to be received by the U.S. government from such taxes. Congress has refused to tax such benefits in the past. Now, the Treasury is advancing the idea as a "tax simplification" measure.

While the AFL-CIO supports measures to reduce the federal government's deficit and to make the U.S. tax code more efficient and productive, Kirkland declared, "Merely to increase the taxes of working people and jeopardize benefits and protections that are essential to their welfare and that of their families would be unjust and unfair.

"Health insurance, pensions, day care, education programs, and prepaid legal plans have evolved over many years to meet specific national social goals, and have been subjected to the checks and balances of the legislative process, as well as the collective bargaining process," Kirkland said.

"These benefits are not frivolous 'perks' or gimmicks to shelter income, generate phoney losses, or otherwise reduce the taxes of a privileged few. Most are long-standing economic buttresses of the tax code and are widely distributed among America's working population."

SOUTH AFRICAN PROTEST

Organized labor delivered a message of solidarity to their embattled trade union brothers and sisters in South Africa with an embassy protest that produced 87 arrests.

The January 18 protest was aimed at the racist apartheid policies and repression of black trade unions by the white-minority regime.

The arrested unionists were strapped in plastic "flexicuffs" and driven away to police stations where they were charged with violating the law against demonstrating within 500 feet of an embassy. None were prosecuted.

UNEMPLOYMENT BENEFITS

The Federal Supplemental Compensation program expires on March 31, and the Democratic-controlled House is moving forward on proposed legislation (H.R. 890) to continue extended benefits for unemployed workers and their families.

The Subcommittee on Unemployment Compensation of the House Ways and Means Committee began a series of hearings last month, with representatives of the AFL-CIO testifying last month.

Because the Reagan Administration's budget contains no provision to extend supplemental benefits for unemployed workers, passage of H.R. 890 is a must and would extend the present FSC program for 18 months.

Although the AFL-CIO supports even stronger legislative measures to shore up worker compensation benefits, the passage of H.R. 890 is considered the most basic safeguard for the protection of workers and their families.

Under the current Federal Supplemental Compensation program, and proposed extension, workers who have exhausted their state benefits are eligible for 14, 12, 10 or 8 weeks of additional benefits depending on the state's insured unemployment rate.

DECEPTIVE FOOD STORE ADS

The temptation for retail food stores to "pull a fast one" on their competitors may be irresistible if the Federal Trade Commission rescinds its rule forbidding stores from advertising items they do not have in stock, the Food & Commercial Workers warned the FTC.

The FTC is contemplating a move to eliminate or soften its advertising rules for retail food stores, leaving it up to "market forces" to prevent unfair and deceptive practices.

In a letter to the commission, UFCW President William H. Wynn said the union firmly believes "that the rule provides basic and needed consumer protection."

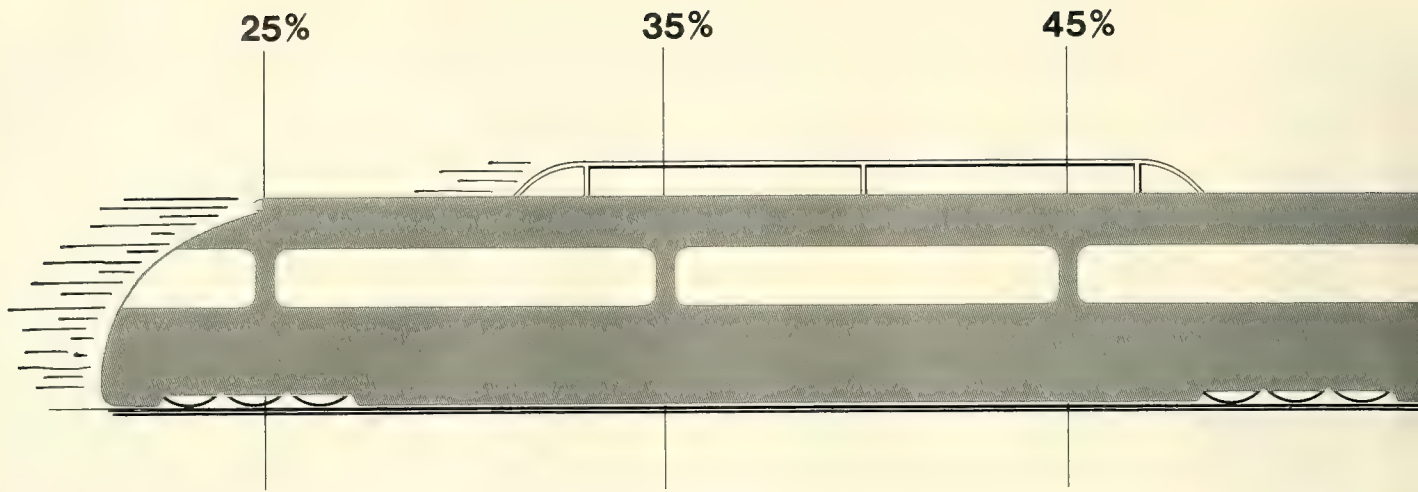
Wynn stressed that the retail food industry is highly competitive and said there would be a real temptation for food stores to look for short-run gains.

RIGHT-TO-KNOW LAWS SOUGHT

The AFL-CIO welcomed the introduction of a "right-to-know" legislative package in Congress that includes a measure to block federal pre-emption of stronger state and local laws governing disclosure of data on toxic substances used in the workplace. The proposed laws would also insure a community's right to information on the hazardous substances being made or used within its borders.

"A national minimum standard is needed to assure that all members of the public have access to information on toxic chemicals in their communities," said Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security. "We particularly support the bill dealing with pre-emption."

The legislation was introduced by Rep. James J. Florio (D-N.J.). He stressed that it is designed to help prevent chemical accidents "and to redress the injuries caused when such tragedies unavoidably occur."



Southern Industrial Workers GET ON BOARD THE

The United Brotherhood's Southern Council of Industrial Workers embarks on a major membership drive this month.

Its goal: by the end of 1985, 85% of the workers organized in the industrial plants under contract with the UBC in the eight states served by the council.

Every one of the eight states served by the Southern Council is a "right to work" state, meaning that a union shop clause requiring employees to join the union after a certain probationary period is pro-

hibited. In the South, because of "right to work" laws, organizing is a daily fact of life for unions, even in bargaining units already under contract.

The "85 in '85" campaign is aimed at non-members in organized units who enjoy the benefits of a union contract without paying dues.

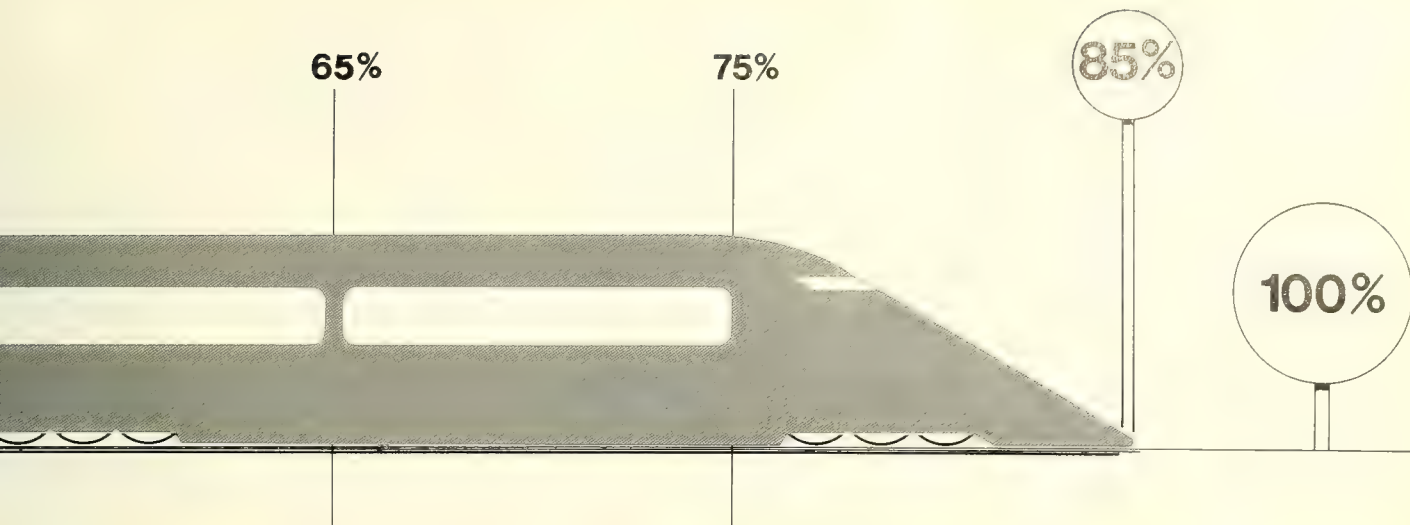
Industries, particularly wood-related industries within the Brotherhood's jurisdiction such as lumber and plywood, have expanded tremendously in the South. Contributing to this growth have been

lower wages and non-union labor conditions. Thus, the campaign is important for union members not only in the South, but in all regions of the country that are hurt by non-union conditions in the South.

The "85 in '85" campaign is designed to strengthen UBC bargaining units and provide a base for further organizing of non-union plants and mills throughout the South. It is a difficult but extremely important campaign for the UBC. Carrying out the drive will be a joint team of UBC and Southern Council

Pictured at right, from the left: 1. Mike Fishman, of the United Brotherhood's industrial organizing office, discusses plans for "85% in '85" with UBC leaders at the Jackson, Miss., meeting. 2. UBC representatives who will be working with the Southern Industrial Council include, seated, from left: Robert Woodson and Alvin Smith of the SCIW; Int'l. Reps. Alice Beck and Bob Bracken; and Earl Hamilton, director of the Southern States Organizing Office. Standing, from left: Steve Herring, Randall Sanderson, and Don White, SCIW representatives; Ray White, acting executive secretary of SCIW; Earnie Curtis and Ed Fortson, international representatives; and Mike Fishman, UBC assistant director of organization. 3. Representatives of SCIW plywood locals who joined the campaign kickoff sessions at Jackson, Miss.





urged to . . .

U.B.C. EXPRESS

(SCIW) representatives working under the direction of Ray White, acting executive secretary of the SCIW, and Robert Bracken, supervisor of the council.

To launch the "85 in '85" membership drive, SCIW and International Representatives met last month in Jackson, Mississippi, with Michael P. Fishman, UBC Assistant Director of Organization at the General Office; White, Bracken, and Earl Hamilton, UBC Southern States Regional Organizing Office Director. Plans were drawn up to estab-

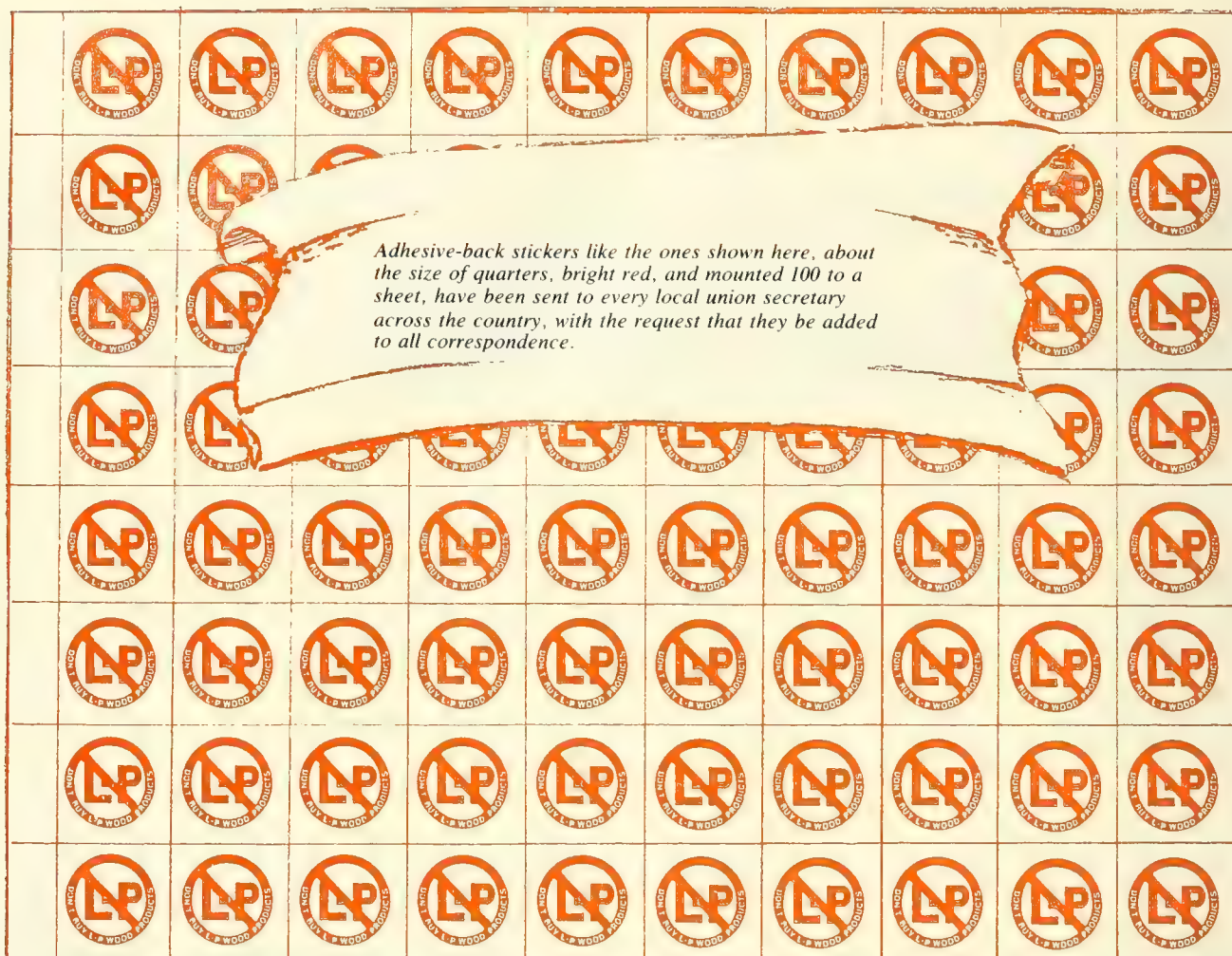
lish Volunteer Organizing Committees (VOC) in every local union. Supplementing the organizing efforts will be stewards' and local union officers' training programs which were also reviewed at the session.

SOUTHERN PLYWOOD MEETING—Following the "85 in '85" organizational meeting, leaders from SCIW plywood locals met to review current economic developments in the plywood industry and to discuss upcoming bargaining. Among the

areas discussed were the shift in plywood production from the Northwest to the South, growth of waferboard and oriented strand board (OSB), new technology in the plywood industry, and economic forecasts. Leading the discussion was Walter Malakoff, economist with the UBC Industrial Department.

Michael P. Fishman stressed the full support of the UBC for the Southern Council's coordinated bargaining efforts in the Southern plywood industry.





L-P Is Paying a Heavy Price for Union-Busting

Twenty months into the strike by 1,700 Western Council members at 17 Louisiana Pacific Corp. sawmills, the company is paying a heavy and increasing price for its union-busting actions. Strike, boycott, and corporate-campaign activities by UBC members across the country are intensifying weekly. An L-P strike report, being prepared by the UBC for release with the company's 1984 financial report, illustrates that L-P has paid many times over for any labor cost savings it may enjoy in using strikebreakers.

BOYCOTT TAKES HOLD

The product boycott, one of organized labor's oldest weapons, has proved to be highly effective in the L-P fight. UBC General President Patrick J. Campbell recently communicated with all U.S. locals in the Brotherhood urging each to participate in the "Adopt a Lumber Store" program. Locals are urged to identify a wood-products retailer in their area and then "adopt" it, by beginning regular boycott action at that location. The initial response to the program has been good, but every local is urged to participate to ensure its success.

MAY 4—"L-P BOYCOTT DAY"

The Brotherhood's Executive Board recently established May 4 as "L-P Boycott Day" across the country. National

and local boycott activities by every affiliate on that day will signal the growing effort to stop the sale of L-P products.

"An effective boycott of products sold throughout the country requires a commitment from the membership across the country," General President Campbell reminds. "Already nearly 250 stores have stopped selling L-P products because of boycott activities by our membership. With the help of every member, we could increase that number tenfold and end this dispute."

Corporate Campaign Toll

In addition to boycott activities, UBC affiliates and members across the country have initiated a variety of non-workplace actions against L-P which have proven costly to L-P. Permit and environmental challenges have slowed L-P expansion, and regulatory and legislative actions against L-P has cost it millions. Comments by the Colorado State Council of Carpenters against an air emissions permit application by L-P for a new plant in Colorado revealed that formaldehyde would be emitted from the plant and triggered a Department of Health investigation, which resulted in the permit being denied. Similar actions by UBC affiliates and members across the country have proven costly for L-P.



UBC General President Pat Campbell and First General Vice President Sigurd F. Lucassen, left, discuss boycott activities with Florida members.

When Florida members set up an informational picketline outside a Fort Lauderdale Home Owners Warehouse to alert customers to the L-P boycott, the owner moved L-P products out of the store. Picketers, shown upper left, included Clyde Vorce, Larry Alment, Robert Manley, Glen Osborne, B.L. Ptazenski, John Carpenteri, William Abrahams, and Vincent Petrone.

Winter snows which blanketed New York State did not deter UBC members in the Hudson River Valley and surrounding areas from distributing L-P boycott leaflets outside scores of lumber and wood-products stores. TOP ROW, below, from left: 1. Mark Danchak, Ed Peters, Bus. Rep. Louis Amoroso, and Charles Gobbi at a retail store in Fishkill, N.Y. 2. Harold Taegder, vice president of Local 255, at the Mid Valley Mall in Newburgh. 3. Blizzard conditions at Norwich for Richard Stelson, Local 245; Donald Gaughan, Local 258, and Aaron Seward, business representative. MIDDLE ROW: 1. At Oneonta, Seward with Constantine Toddeo and Harold Kovsca of Local 258. 2. At the Mid Valley Mall with Tom Karmoveras, Charles Uraly, a mall worker, and Arthur Powell. 3. Members at Baldwin Place, N.Y. BOTTOM ROW: 1. Meeting store customers at Hawthorne, N.Y. 2. At Mount Kisco. 3. Local 265 Bus. Rep. Ken Rice at Saugerties.



BLANDEX

A Union-Label Alternative to the Boycotted L-P Waferboard

UBC Carpenters and Mill-Cabinet Members boycotting Louisiana-Pacific products and casting about for something other than L-P Waferboard for sheathing, underlayment, decorative panels, etc., will find an outstanding, even superior, substitute in Blandex, a waferboard manufactured by UBC members at the Blandin Wood Products Co. plant in Grand Rapids, Minn.

Blandex bears the Brotherhood's union label, and it is produced by members of Local 2443.

Blandex began producing waferboard in 1972, the first company in the United States to do so. It gambled that a decreasing supply of large timber and increasing cost of plywood would create a need for a product which is superior to composition boards in strength and nail holding power. One year later, the plant was organized by the United Brotherhood of Carpenters, insuring the working conditions and superior craftsmanship in the plant operations.

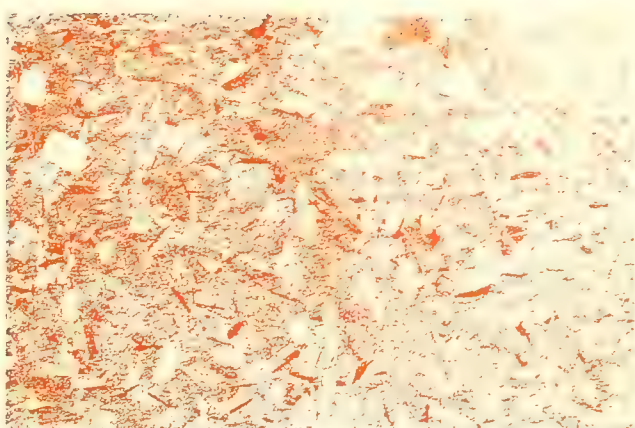
Today, Blandex produces over 190 million square feet of board a year, which it distributes throughout the United States. The plant recently spent \$50 million in plant modernization and has hired additional employees, part of an ongoing commitment to improve its product. The board is bonded with phenolic resins to eliminate health hazards caused by formaldehyde release common with other bonding agents.



Local 2443 President Darryl Showen, left, shows Minnesota State Council Secretary Bert Dally the mechanized procedure for stamping the UBC union label. At left, Tim Newstrom loads aspen logs into a waferizer.

In stark contrast to its chief competitor, Blandin Wood Products has proven its commitment to the wellbeing of its employees and the communities in which it resides. L-P has attempted to undermine the success and innovation of Blandex by jumping into the waferboard market full-scale, slashing wages and benefits to gain an unfair competitive margin, but Blandin has managed to hold its ground and expand into the highly competitive market.

The growing popularity of Blandex waferboard does not surprise Local Union President Darryl Showen. "We make a structural panel that is economical and versatile. After working for some time in the quality control lab, I can say from first-hand experience



that our board is warp resistant, dimensionally stable in both directions, free of core voids or patches, and we're improving the strength of the board all the time."

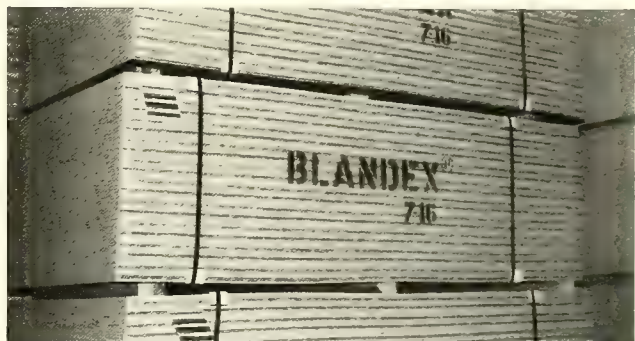
A major reason for the competitive price of Blandex waferboard is that it is manufactured from aspen trees. Often called weed trees by forest managers, they were generally considered too small and unsuitable for commercial use.

HOW BLANDEX IS MADE—eight-foot logs are trucked to the mill and stored for use. Next, they are placed in hot ponds at a temperature of 100 degrees, where bark is loosened. The heated logs are conveyed to a high speed debarker and then slashed into 33-inch lengths. The shortened logs are fed into the waferizer which produces 3 inch wafers .002" thick. The wafers, which still have 50% moisture content are fed into rotating dryers, where they are tumble dried at 1300 degrees.

The dryers are fueled by wood waste and board trimmings, as are the hot ponds and space heating. The wafers, at 5% moisture are allowed to cool and defluff before they are placed on a conveyor, where they are sprayed with resin and wax. Rotary blenders mix the resin and wafers thoroughly. A continuous panel of the wafers are metered on to an eight-foot-wide woven-metal screen, where they are distributed randomly to increase board strength. These panels are cut to 28 foot lengths and fed to the press load elevator 12 at a time. When the press opens, all 12 panels are placed at the same time. The panels are pressed at 400 degrees under 650 lbs/sq in. pressure to thicknesses between 1/4 and 1 1/4 depending on customer order. The entire process is monitored from a computerized control room which also controls fire safety. As the boards shoot out of the press, they are stamped with the union label and building code approvals. From there, the panels are placed in a radial cooler and on to computerized saw blades where panels are automatically cut to customer specifications. Finished boards are then stacked and strapped, ready for shipment.

UNION LABEL—The computerized and automated manufacturing process of the waferboard at this plant forced the local union to come up with a unique method of applying the union label to the board. Blandex solved the problem of applying building code labels by having special printing stamps made that can withstand the high temperatures in the board when they come out of the press (the only spot in assembly where individual sheets are accessible). These stamps are velcro attached to a spinning drum, which imprints each label at four-foot intervals. The

Continued on Page 24



From the top, clockwise:

- Logs awaiting processing in a large holding yard beside the plant.
- Blandex tongue and groove subflooring awaiting shipment.
- Blandex Waferboard stacked for shipment.
- State Council Secretary Dally and Charles Appelholm, financial secretary, talk with company officials.

Reagan Tax Proposals Threaten Hard-Earned Benefits

If the Reagan Administration proposals to tax employee benefits are enacted, the entire collective bargaining process would be "very seriously jeopardized and actually face destruction," warned Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department.

Georgine spoke out at a press conference at the National Press Club in Washington, D.C., which included representatives of insurance, consumer, and employer groups who also opposed benefit tax proposals.

The building trades leader took his warning a step further, saying the elimination of negotiated employee benefits might be "exactly what some forces in this country want to happen."

Georgine said there has been an "alarming" legislative and administrative trend to impose tax and other burdens on employee benefits in the name of "deficit reduction" and "tax reform."

These "fringes" are not gifts or grants, he said. They represent an "earned benefit" resulting from tough negotiations where labor gave up something and the employer or contractor gave up something, he noted.

Georgine singled out the Treasury Department's "tax simplification" plan as an example of the threat to employee benefits, saying it would:

- Repeal the 66-year-old tax exemption

Proposals to tax workers on employer-paid benefits such as health and life insurance jeopardize collective bargaining, President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. charged at a news conference.



for the income of employee welfare trusts and supplemental jobless benefit trusts, thereby increasing costs of benefits;

- Cap the cost of employer-paid health coverage that can be excluded from worker income, thereby curtailing benefits, encouraging younger workers to drop out and making coverage more expensive;

- Repeal the exclusion from worker income of the cost of employer-paid life insurance, death benefits up to \$5,000, and legal services, thereby discouraging such benefits;

- Impose a 20% additional tax on the taxable portion of most distributions from a tax-favored retirement plan prior to regular eligibility tests, thereby preventing plans from offering early retirement benefits which laid-off workers need in declining industries.

Georgine said similar tax burdens on employee benefits are included in other leading tax bills proposed by Senator Bill Bradley (D-N.J.) and Rep. Richard Gephardt (D-Mo.), by Rep. Jack Kemp (R-N.Y.) and Sen. Robert Kasten (R-Wis.) and by Sen. Dennis DeConcini (D-Ariz.).



CLIC REPORT

Your Life Support Benefits Are Threatened

75% of those workers covered by health insurance plans earn less than \$25,000 a year, a tax on these programs would hurt those working people who could least afford it.

The employer-provided health and insurance benefits which workers have secured are the result of decades of hard fought labor-management struggles. New taxes on these programs would disrupt the years of collective bargaining which has produced these benefits. As workers are unable to pay the new taxes associated with these programs, pressures will be created to cut back on medical and life insurance coverages. The friction between young and older workers which will develop in adjusting medical and insurance programs to such new taxes would be very destructive. The end result of such a process will be lower standards of medical care for workers and their families, and shrinking retirement benefits.

Along with the rest of organized labor, the UBC will be aggressively fighting any new taxes on workers' medical insurance or other benefit programs. Legislators throughout the country must be told that the working men and women are totally opposed to any tax proposals which threaten the quality of health

care and the retirement income for which they have worked. Write your Representative and Senators in Washington now, and let them know that deficit reduction measures which threaten workers' health care coverage and retirement income must be opposed.

—Wayne Pierce,
General Treasurer
and Legislative Director

Employee-provided health and life insurance, dental coverage, child care, prepaid legal plans and other job benefits are the targets of various "tax simplification" proposals being advanced by the Treasury Department and legislators in Washington. Although specific proposals vary, the general idea of these proposed tax provisions is that employees will have to count the value of employer-provided life insurance, medical coverage (above a certain minimum), and pension benefits as income for tax purposes. The treasury proposal would require American workers to pay an additional \$24 billion a year in taxes by 1990.

The programs targeted for new taxes are commonly referred to as "fringe benefits," leaving the mistaken impression that only the wealthy or a select few benefit. In reality, these programs provide workers protection in the face of illness, death or retirement. More than 90% of all full-time workers are covered by health insurance plans, and since



How to Protest Benefits Tax Idea

Write your Congressman a letter of protest about the Reagan Administration's proposal to tax fringe benefits. Your letter can be similar to the one below.

Representative _____
U.S. House of Representatives
Washington, D.C. 20515

Dear Representative _____:

I am writing to express my concern about several of the tax proposals being considered in Congress. I am aware of the great problems caused by the tremendous federal deficit, because as a worker, high unemployment and high interest rates have been particularly hard. The solution to our deficit problems is not more taxes on working people and their families. I am totally opposed to proposals to tax health and welfare and other fringe benefits for which workers have worked hard and on which they depend so much. Taxing benefits such as health and welfare, life insurance, child care, group legal services, workers' compensation, and unemployment payment is not fair.

I hope you agree with me, and will strongly oppose proposals to increase taxes on working Americans, who always have been willing to pay their fair share. Please let me know how you feel on the issue of new taxes. Thank you.

Sincerely,

Multiemployer Benefit Plans Urged to Join NCCMP

For the past decade, the NCCMP has successfully represented the interests of multiemployer plans before administrative agencies, the courts, and Congress. Currently this organization is leading a national effort opposing legislative tax proposals that could have a serious adverse impact on multiemployer benefit plans.

The United Brotherhood, along with other concerned unions, participates as an affiliate in the NCCMP. Multiemployer plans sponsored by UBC Local Unions and District Councils are urged to join and support the NCCMP by becoming an Associate (\$2,000 annual membership). Applications or inquiries should be directed to: National Coordinating Committee for Multiemployer Plans, Suite 603, 815 Sixteenth Street, N.W., Washington, D.C. 20006.



Union contracts worth \$100-a-week advantage

Survey finds non-union pay one-third less

A union contract was worth more than \$100 a week extra to the average worker last year. Full-time wage and salary workers represented by unions got paid an average of one-third more than their non-union counterparts.

That's what the Bureau of Labor Statistics found through the monthly census survey of 60,000 households which provides the basic information on the nation's labor force.

For 1984, the 21.6% of the workforce represented by unions were paid an average of \$404 a week compared with the \$303 average for the non-union workforce.

That's consistent with the 1983 report, the first year of the detailed BLS survey, which showed a \$98-a-week differential.

If the value of fringe benefits were included—an area in which unions have been pacesetters—the dollar advantage of union contracts would be even greater.

The 1984 tally also shows that the gap between union and non-union pay is even higher among minorities.

Blacks covered by a union contract averaged \$352 a week compared with \$236 for those without union protection. Among Hispanics, the union average was \$346 compared with \$236 for the non-union group.

Among women generally, those represented by unions averaged \$301 and those without a union averaged \$218.

The data show the union advantage persisting in recession-hit and import-battered industries where wages were held down or sometimes even rolled back to enable an employer to stay in business.

Two earlier samplings—in May of 1980 and 1977—showed comparable paycheck advantages of union representation.

The 1980 average of \$320 a week for union-represented workers was a \$42-a-week advantage. In 1977, the \$262 union average was \$41 more than for the non-union group.

The union advantage persisted and even grew during a period in which the proportion of wage and salaried workers represented by unions slipped from 26.5% in 1977 to 25.7% in 1980 and 21.6% for 1984.

By industry, construction has the biggest differential. Last year, the union segment averaged \$539 a week to \$306 for the non-union construction workers. Service occupations had a \$384 average under union contracts and \$191 without union representation.

Government workers represented by unions had a \$404 to \$338 advantage and the retail trade comparison was \$339 to \$225.

The data on the percentage of workers under union contract show a 24.5% ratio last year among full-time workers but only 9% among part-time employees.

The survey found that 29.5% of blacks were represented by unions, including 33.4% of black men and 25.7% of black women.

Among whites, the 20.7% overall representation included 24.9% of men and 15.6% of women workers.

The Hispanic category listed 22.9% union representation, with a 26.2% ratio of men and 18.4% of women.

Labor Has Two Lists

Do you know which is which?

The AFL-CIO regularly publishes two lists which it hopes the general public and, particularly, union members will read and do something about. One is the "boycott list." That's the list which now contains the Louisiana-Pacific Corporation—a boycott which we instigated and which we are continuing until justice is done.

The second list is the "unfair list." Do you know the difference?

To clarify the distinction between the two, the AFL-CIO Executive Council has adopted these guidelines:

"The Federation shall maintain separate 'boycott' and 'unfair' lists. The list of en-

dorsed boycotts should, where possible, be limited to active boycotts against identifiable consumer products or services. The 'unfair' list would include unfair employers who do not offer identifiable consumer products and inactive boycotts.

"Where boycott is judged by the Council to be inactive but the affected union requests continuing action against the employer, the employers name shall be transferred from the boycott list to the unfair list."

Products, services, or facilities appearing on the boycott list also imply a greater degree of activity by the international union such as picketing, circulars, advertisements and community support. However, the bottom line whether on the "unfair" or "boycott" list is DO NOT BUY.

LABOR'S 'DON'T BUY' LIST

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council, As of January 1985

A.P. PARTS CO.

Merit, Goerlich, Silentone and A.P. Parts: mufflers and tailpipes
United Automobile, Aerospace & Agricultural Implement Workers

BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps
Machinists & Aerospace Workers

BRUCE CHURCH, INC.

Iceberg Lettuce:
Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

CONTINENTAL AIRLINES, INC.

Scheduled airline
Machinists & Aerospace Workers and Air Line Pilots

ADOLPH COORS CO.

Beer: Coors, Coors Light, Herman Joseph's 1868, Golden Lager
Ale: George Killians Irish Red
AFL-CIO Brewery Workers Local 366

EL AL ISRAEL AIRLINES, LTD.

Air passenger and freight transportation
Machinists & Aerospace Workers

FABERGE, INC.

Personal care products:
Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top Accessories, Tigress,

Woodhue, Xanadu, Zizanie de Fragonard, Caryl Richards, Farrah Fawcett and Faberge Organics
Oil, Chemical & Atomic Workers International Union

HESS OIL CO.

Gasoline, petroleum products
United Steelworkers of America

INDIANA DESK CO.

Medium and high priced desks
United Furniture Workers of America

KOSMOS CEMENT CO.

Kosmos Portland Cement, High Early Cement, Air Entraining Cement, Kosmortal Masonry Cement
Cement, Lime, Gypsum & Allied Workers Division of the Boilermakers

LOUISIANA-PACIFIC CORP.

Brand name wood products:
L-P Wolmanized, Cedartone, Waferboard, Fibrepine, Oro-Bord, Redex, Sidex, Ketchikan, Pabco, Xonolite, L-P-X, L-P Forester, L-P Home Centers
Carpenters & Joiners and Intl. Woodworkers

MARVAL POULTRY COMPANY, INC.

Turkeys and turkey parts: Marval, Tender Pride, Lancaster, Frosty Acres, Top Frost, Table Rite, Manor House, Richfood, Food Club, Dogwood Hill Farms. All products bear USDA stamp #P-18
United Food & Commercial Workers
Continued on Page 28

LABOR'S UNFAIR LIST

The Union Label and Service Trades Department, AFL-CIO has placed the following employers on its unfair list. Please do not use their products or services.

American Buildings Co., metal structures—United Steelworkers of America;

Capital Cities Communications, Inc., owner of the KANSAS CITY STAR—International Typographical Union;

Foss Launch and Tug Company refused to enter negotiations to renew the agreement that expired January 31, 1984—International Organization of Masters, Mates & Pilots;

Liberty Glass Co., Sapulpa, Oklahoma, soft drink bottles—Glass, Pottery, Plastics & Allied Workers International Union;

Mapco Petroleum Inc. (Delta Refinery) gasoline, diesel and other petroleum products—Oil, Chemical and Atomic Workers International Union;

Michelin Tire Corp., automobile tires—United Rubber, Cork, Linoleum & Plastic Workers of America;

Nevada Resort Association, 4 Las Vegas hotel-casinos—Hotel Employees and Restaurant Employees International Union, American Federation of Musicians, International Alliance of Theatrical Stage Employees, Associated Actors and Artists of America;

New York Air, scheduled airline—Air Line Pilots Association;

Perdue Farms, dressed chicken and chicken parts—United Food & Commercial Workers International Union;

Sinclair Oil of Wyoming, oil and gasoline, hotels and resorts—Oil, Chemical and Atomic Workers Union;

United Artists & Syufy Enterprises, motion picture theaters—Service Employees International Union;

U.S. Marine Corp., Force marine engines and Bayliner boats—Allied Industrial Workers;

Wright Tool and Forge Company, Wright tools—International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers.

An injury to one is an injury to all.



"The Newest Carpenter in Town" is the title of a brochure issued by the Twin Cities' Department of Organizing in an effort to promote work for UBC members and union contractors. The "newest carpenter in town" is a computer at the Carpenters Service Center, the brochure explains. Contractors, developers, and architects are told that the Carpenters Service Center can save them time and money through "a teamwork approach to get the job done." The brochure explains how the center supplies valuable information to the construction industry.

Twin Cities Emphasis on Organizing Pays Off

The Minneapolis/St. Paul, Minn., Twin Cities Carpenters District Council has implemented a number of programs geared toward keeping the union-sector's role in the metropolitan construction industry alive and well.

The council has developed a local department of organizing, funded to generate over \$250,000 a year. Three organizers have been hired. Task Force Representative Mike Shotland reports the council is showing impressive results for its efforts.

The new organizing department has helped the council turn around two 130-unit condominium projects in St. Paul. It has signed numerous non-union contractors. It has insured that local grant-funded projects are being built union. Currently, the Twin Cities Organizing Department is focusing on 66 residential builders working in and around the metropolitan area.

Last fall, the organizing department helped coordinate district council demonstrations at the Home Builders' Parade of Homes. Some 600 local members participated in leafletting at more than 100 model home sites for 16 consecutive days. This effort resulted in the signing of 12 non-union builders, not to mention the positive publicity and feedback from signatory contractors.

Executive Secretary Clayton Grimes and Business Representative Harry Blue meet weekly with representatives and organizers to discuss problems and coordinate assignments. The council staff has apparently been doing its job, as some additional 160 non-union contractors have been signed since last summer alone!

Working closely with other building trades has produced all-union agreements on billions of dollars of construction projects in the past two years. Thirty-eight such projects in the metro area alone have been done on a strictly union basis during this period. Agree-

ments signed during the planning process for projects such as the World Trade Center, Piper Towers, and the Koch Refinery guarantee 100% union construction and involve no concessions.

Recently, the Twin Cities received favorable national publicity when the Construction Labor Research Council ranked the Twin Cities as one of the most favorable areas in the country to work with the Building Trades as reported in *Engineering News Record* (ENR 11/29/84 p. 65.)

In the full spirit of Operation Turnaround, the council, while maintaining an aggressive organizing posture, clearly understands the importance of labor-management cooperation. The council has succeeded in convincing both local building trades councils to adopt Operation Turnaround programs. And, although these programs are not fully functional on a building trades-wide basis, a building trades Labor Management Cooperation Committee (LMCC) has been incorporated. Additionally, the district council participates in the Labor-User-Contractor (LUC) Committee, which was instrumental in insuring all-union construction on \$3 billion worth of industrial construction projects, including Northern States Power. Furthermore, the Carpenters and Twin Cities Residential Builder Labor Association (TCRBLA) labor management committee has been established and funded by a 2¢ per hour contribution.

One interesting innovation of the Twin Cities Organizing Department is the Carpenters Service Center. This is a computer information service provided by the district council for union contractors seeking bidding and project information, subcontractor lists, skilled labor lists, information on area skilled professionals, material purchasing information, and on-site problem solving assistance.





GETTING A GRIP ON SAFETY

while wrestling with wrist problems at work

Shooting a staple gun 25,000 times a day to make office furniture may be hazardous to your health. This was one conclusion of an OSHA study of the CONWED plant, represented by UBC Local 1435, in Ladysmith, Wisc. During the past few years, injuries due to repetitive motions or awkward work positions have gained more attention in the press and in the workplace. Tendonitis (inflammation of the tissue that connects the muscles to the bone) and Carpal Tunnel Syndrome (inflammation of the nerves that thread through the wrist bones) are becoming recognized as widespread occupational diseases among production workers. However, proper attention to workplace design can help reduce these injuries.

In 1982 OSHA conducted a safety inspection of the CONWED plant. The safety inspector noted the high noise levels in the plant due to the wood working machinery. He called in a health inspector from OSHA for a follow-up investigation. From February to May 1983, OSHA inspected the plant for health problems. They discovered high levels of noise from the double-end tenoner in excess of the OSHA standards and that a number of employees had filed compensation claims for work-related wrist injuries due to "repetitive motion trauma." A few had corrective surgery for Carpal Tunnel Syndrome that they claimed was due to the nature of the work, which required uncomfortable bending and twisting and hand and wrist motion. OSHA does not have a specific standard covering such hazards so the inspector cited the company for violations of Section 5(a)(1) of the

OSHA Act. That section requires that every employer provide a place of employment that is "free from recognized hazards that are causing or are likely to cause death or serious physical harm."

CONWED contested the citations, claiming that the injuries were not work-related and that they had done all they could to accommodate employees who had wrist problems at work and were working to abate the noise problem.

The local union asked the Midwestern Industrial Council and the International to help with the problem. They all became "parties" to the case, meaning they received the full rights to participate in the proceedings and received copies of all correspondence between OSHA and the company. To help resolve the dispute, OSHA hired Dr. Robert Arndt of the University of Wisconsin to inspect the plant for job design problems. Dr. Arndt is a recognized expert in the field of "ergonomics" or the science of designing the workplace to better fit the worker and prevent back injuries and other types of sprains and strains. Dr. Arndt inspected the plant on December 14-15, 1983. Although he could not relate the specific injuries to poor job design, he did find a number of poorly designed jobs that he felt could "potentially contribute" to injuries of the hands, arms, and shoulders. One area he focused on was the hardware assembly area. To assemble these parts, the employee had to rotate their elbow high above the shoulder. Dr. Arndt recommended an in-line air wrench be installed with a "radarm," a device which supports and positions the wrench while absorbing

some of the vibration and torque. He also recommended a tilting table to allow for an easier angle for assembly work and use of hex-head screws which require less force to turn than the Phillips screws being used.

In the "super panel" assembly area where clips are attached to the workpiece, he also recommended an in-line pneumatic screwdriver hung on a pulley, the use of hex-head screws, and that the work table be lowered to 30-32" to reduce the amount of lifting necessary to bring panels from the pallet to the table.

Other potential problems included the use of a staple gun in the tacking area that required 25,000 activations per day. Such repetitive motion could lead to "trigger finger" or "snapping finger," an enlargement of the tendons leading to that finger, and Carpal Tunnel Syndrome. He recommended rubber coating the handles and trying alternative stapler designs with a slanted handle, which required less wrist bending. Suspending tools from a pulley above helps reduce the weight of the tool and reduce the risk of injuries. Cutting knives and razors were recommended that had a bent handle to allow cutting with a straight wrist and a redesigned side cutter for attaching chicken wire was recommended.

He also suggested that all jobs be looked at with an eye to potential back injuries. Where could bending or lifting be eliminated by the use of skids or devices which automatically raise the skid as each workpiece is removed? Worker or product rotation were also

mentioned as possible solutions, limiting the amount of time for worker exposure to such repetitive work. Dr. Ardent concluded that, although the workplace seemed reasonable, speed-ups in production could conceivably aggravate the stresses of such work and contribute to injuries. He also recommended that the in-plant safety and health committee continually monitor the situation with regard to wrist, hand, arm, and back injuries and try to prevent future injuries by reexamining and redesigning jobs where injuries occur.



Some of the stapling tools used in the construction and manufacturing industries have design deficiencies, as far as wrist action is concerned.

The company, in a settlement agreement in May 1984, agreed to many of the changes Dr. Ardent recommended and, according to the local union president Marilyn Scoles, has since made many changes in job design. Bent handle razor knives have been purchased. A slant worktable has been installed in the hardware assembly area. Rivet guns have been suspended to reduce their weight. In the packing area, slant-handle staple guns were tried, but the workers didn't like them. In addition the double-end tenoner was enclosed, at considerable expense, which has significantly reduced noise levels in the milling area.

Workplace design problems are a common but neglected hazard in many workplaces. This plant recognized the potential hazards and, through the help of OSHA's workplace design expert, redesigned many jobs to help eliminate the stresses and strains that can lead to repetitive motion injuries. These problems can be solved. All it takes is an awareness of the potential problems and a thoughtful eye and ear for solutions.

Carpenter's Wrist AND RELATED PROBLEMS

Tool use in the construction trade can cause serious damage to the hands and wrist. Hammering away for hours causes muscle fatigue and shock to the wrist hundreds of times each day. Tendons in the hand that connect the muscles to the bones can become inflamed causing "tendonitis." This is particularly common among apprentices who are unaccustomed to such tool use. In addition, repeated bending of the wrist puts pressure on the nerves running through the carpal tunnel in the wrist, causing an inflammation called carpal tunnel syndrome or CTS. CTS begins as a tingling or numbness in the hand and fingers and can result in loss of feeling, loss of grip, and eventually loss of some of the hand functions. CTS and tendonitis can be prevented by using the correct tools and using them properly, with attention paid to avoiding wrist and muscle strain. For example, choking up on a hammer forces you to bend your wrist more to drive a nail. Holding the hammer properly provides you with more leverage and power and in addition is easier on your wrist. One company even redesigned the hammer handle with a 19° bend to allow you to hammer with a straight wrist. This not only relieves pressure on the wrist, decreasing the risk of CTS, but also results in more power being delivered to the nail. Snub-nose pliers are another tool available with a bent handle. They

can also be used without bending the wrist and this allows you to see the work better as well.

Another important factor is the size and shape of the tool. If it is too small or too large for your hands, gripping the tool requires more power and places additional strain on the muscles in the hand. This is a particular problem for women since tools are often designed for men who have larger hands. Screwdrivers that are too small for the job require more effort to use and can result in extremely uncomfortable positions, such as when the end rests in your palm. This position forces you to pinch rather than grip the tool. Pinching requires four times as much effort and force as gripping. Tenosynovitis is a particular problem for work requiring a twisting motion with the wrist (called "clothes-wringing") which places a great strain on the tendons.

Gloves can sometimes add to the problem. If they are loose-fitting or too thick, they reduce the ability to grip the tool properly, resulting in an overtight grip. This produces fatigue. Gloves are necessary at times, though, since cold weather decreases blood flow and feeling in the hands, which can also result in gripping more tightly to compensate and in more fatigue.

Sometimes holding a tool can press on a major blood vessel in the hand and cause pain. A paint scraper, for ex-

Sometimes a tool that is correct for one operation is incorrect in another.

Look for the bent wrist.



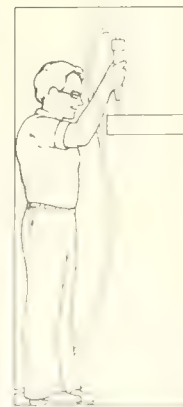
Bad Design



Good Design



Bad Design



Good Design

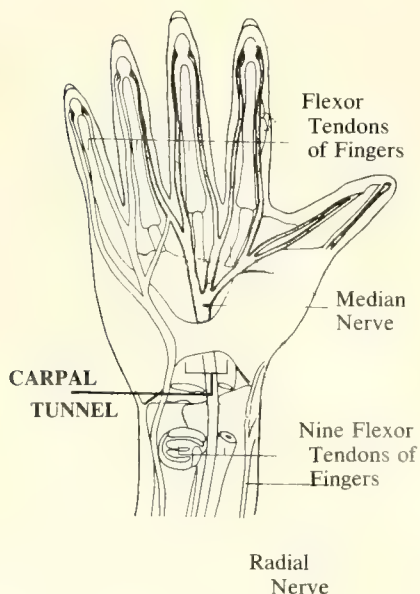
Continued from Page 17

ample, ends in the palm of the hand, causing pressure and reduction of the blood flow to the ring and little fingers. An alternative handle design has a spur that rests between the thumb and index finger which relieves much of the pressure on the palm.

Power tools can also damage the nerves in the hand and arm by excessive vibrations. "White finger" (Reynaud's syndrome) or "dead hand" is a common disease among chainsaw and pneumatic chipper operators. After years of operating vibrating tools, especially in cold weather where the blood flow to the hand is reduced, the worker loses feeling in the fingers and can no longer grip the tools. Power tools, however, reduce the amount of energy needed to do work and can reduce muscle strain. Powered or pneumatic screwdrivers, for example, cut down on the twisting wrist motions and help prevent wrist injuries.

Another important factor in tool design is weight. Heavy tools require more energy to hold and position, produce greater fatigue, and place greater strain on the muscles in the hand. Sometimes lighter weight tools are available, or in shops, the tools can be suspended on a counter weight. Even the shape of the screw can be important in injury prevention. A hex-head screw requires much less pressure than a phillips head to tighten or loosen.

Wrist and hand injuries are a common problem among UBC members, but they can be prevented by paying close attention to the ways that work places a strain on the muscles and tendons, and redesigning the tools and the way the work is done.



Causes of Wrist and Hand Disorders

Repetition

The more repetitive the motion, the more likely to cause injury.

Force

The more force required, the more stress it places on joints, nerves and tendons.

Position

Awkward work positions also add to stress and strain.

Vibration

Vibrating tools can damage nerves and circulation.

New or Unusual Work Assignments

Starting a new job or using a new tool or work practice can place strains on workers until they get used to the process.

Carrying or Holding Loads

Can also add to stress on the joints, particularly shoulders, and to fatigue.

Workpace

A faster workpace can add to mental and physical stress, plus make work more repetitive.

Tool Design

The size and shape of the tool and the placement of triggers can all be important factors in stress on the hand. Other factors include: The amount of force required for trigger activation, the weight of the tool, the handle characteristics. If grips are too large or small it becomes uncomfortable. A slippery handle (bare metal) requires more force to hold. Finger slots or short handles can cause pressure points in the fingers or palm leading to tendonitis. The best designed tools are those that allow you to work with a straight wrist and your arm at your side.

Canadian Work Sites Unsafe

The job hazards present every minute of every day in the work-places of Canada are virtually ignored, according to Ed Finn of the *Toronto Star*. For every policeman killed on duty, more than 100 miners, construction workers, factory workers, and other employees are killed on the job.

Occupational hazards are the third leading cause of death in Canada, surpassed only by heart disease and cancer. And a large number of the cancer deaths can be traced to exposure to toxic chemicals or radiation in the workplace.

Every six seconds in Canada, a worker is injured on the job. More than 70 million working days are lost every year through job-related injuries and disease.

Canada's job fatality rate is one of the world's highest—far above comparable rates in the United States and Europe. On a per capita basis, for example, five times as many Canadians are killed each year in manufacturing, and six times as many in construction, than the numbers of Americans killed in those industries.

Canadians are twice as likely to die from job hazards as in car accidents, 18 times more likely to die violently at work than to be killed outside the workplace, 28 times more likely to suffer injury on the job than to be the victim of a criminal assault off the job.

Nor is this work carnage confined to private sector industries. The public sector is not safe either. Every year, nearly 200 public employees in Canada are killed at work.

Employers are mostly to blame for failing to provide their workers with safe equipment and procedures—employers who in effect are putting profits ahead of their employees' health.

They can do that with impunity because even the inadequate safety standards applied by Canadian governments are very laxly enforced. Inspections are few and superficial. And, when an employer is found guilty of breaching the safety laws, his penalty is usually a small fine.

One company was recently fined \$500 for failing to install a safety device—but only after a machine operator, a widowed mother of four, lost eight fingers on the defective machine.

In another recent case, a company found responsible for the death of a worker was fined \$1,000.

The largest fine recorded for violating safety standards leading to three deaths was against an Alberta firm that failed to provide three workers with portable respirators. The fine was \$5,000.

The grim reality is that, until the authorities get serious about reducing injuries and disease in our workplaces and cracking down on employers, we will continue to experience a great deal more violence in the places where we work than we do in the streets.

Ottawa Report



'BIG LABOR' A THREAT?

Big Labor has overtaken Big Government as the major threat to the country in the public's opinion, according to a Gallup poll recently released.

The poll, conducted in November, shows that 34% of Canadians view Big Labor as "the biggest threat to Canada in years to come" compared with 33% who say it is Big Government and just 17% who think it is Big Business. The rest—16%—don't know.

When the same question was put to Canadians in 1983, some 45% said Big Government was the biggest threat compared with 34% who said it was Big Labor and 14% who said it was Big Business.

Since then, the federal government has changed hands from the Liberals to the Progressive Conservatives, which may account for the drop in the numbers of people who view Big Government as the worst threat.

Nonetheless, a regional breakdown of today's poll shows that residents of Ontario and the Prairie provinces still view Big Government as the major threat.

In Ontario, 39% named Big Government compared with 30% for Big Labor and 18% for Big Business.

The province in which Big Labor was most often singled out was Quebec, where some 44% of residents named Big Labor.

These results are based on a survey of 1,047 Canadian adults. A sample of this size is considered accurate within four percentage points, 19 out of 20 times.

WESTERN WAGE DISPARITY

The most recent wage settlement statistics provided by Labor Canada show rather bluntly how much harder the recession has hit unions in Western Canada. In the third quarter of 1984, unions in B.C. and Alberta settled for average annual wage increases of 1.8% vs 3.7% for the rest of Canadian unions. Labor Canada also examined the wage increases provided for in the first year of all new contracts—these averaged 0.9% in B.C. and Alberta and 4.0% in the rest of Canada. For public sector unions, the difference was even more marked—0.8% for the two Western provinces vs 4.6% for public sector unions elsewhere.

'85 CONSTRUCTION RISE?

Canada's construction industry saw no real growth in 1984 despite a 42% increase in federal government spending on capital projects.

Although there was a 3.9% increase in over-all spending on construction projects, it was entirely generated by inflation and real growth was nil, says Bill Nevins, chief economist with the Canadian Construction Association in Ottawa.

Construction would have actually declined without Ottawa's spending through its special capital recovery projects introduced in 1983, Nevins said.

Real spending on construction dropped 1.5% in 1983 and a whopping 10% drop in 1982, he added.

In 1985, however, Nevins said he expects to see real growth of 2.5 to 3% in construction spending with total expenditures reaching \$60.5 billion from last year's \$57.5 billion, despite the end of Ottawa's special recovery projects.

Most of this year's gain will come from a 9% real growth in commercial building. Residential building, on the other hand, is expected to drop.

JOBLESS BUT PART-TIME

The job market outlook in most western industrial countries has been seriously depressed since 1981. Nevertheless, the demand for part-time workers in the post-recession era continues to grow quite rapidly.

In Canada's case, however, the statistics indicate that a considerable number of married women who are employed part-time are only doing so because equivalent full-time jobs are not available. What has really happened is that the demand for part-time labor has grown rapidly because in periods of uncertainty employers are still emphasizing labor cost cutting and flexibility. A by-product of economic uncertainty is to downplay full-time jobs and to tilt the composition of the work force in the part-time direction. Upon reflection one can see that this relatively new development disguises unemployment and forces the unemployed and the underemployed into de-facto job sharing.

The *London Economist* in September quoted an OECD report which highlights this rather dramatic shift towards part-time employment in the world's labor market. "The share of part-time employees in total employment increased between 1973 and 1981 in nearly all the 24 countries that belong to the OECD."

If you are one of the winners on the employment scene in Canada today, you are most likely to be a woman, 25 or older, and employed part-time in finance, insurance, or real estate.

And if you are in the labor force but do not currently have a job, you are probably a man looking for full-time employment in the retail or wholesale trade industries.

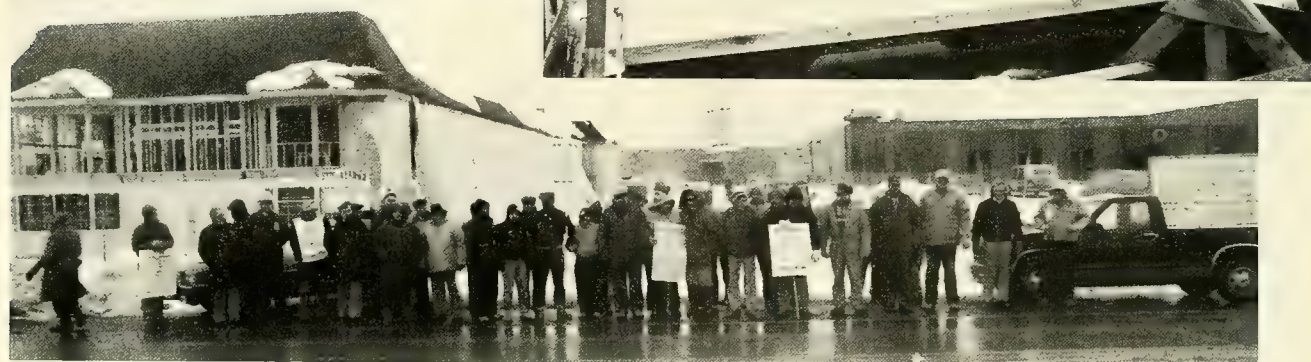
Despite the recession, women have continued to enter the labor force at a rapid rate. There are about 530,000 more women 25 and over in the labor market today than there were 3½ years ago, an increase of almost 16%. Two-thirds of them have found employment.

By contrast, there are only about 300,000 more men 25 and over in the labor force, up about 6%, and the employment gain is less than 1%.

LOCAL UNION NEWS

Chicago Area Unions Protest at Sixpence Inn

Chill winds and snow fail to keep Chicago-area Building Trades leaders from protesting construction of an Elk Grove Village, Ill., unit of Sixpence Inns of America by non-union workers from other states. All trades are fighting this 100% non-union operation. They are shown at the Route 83 gate. Photo at right shows Carpenters Local 839 sign mounted on truck.—Chicago Federation News Photos



Electric Boat Contract Boosts Wage, Benefits

A sign-up bonus, an upcoming lump sum payment, and wage increases of 7%, as well as substantial benefit improvements, are contained in a new 42-month contract signed by the Metal Trades Council of New London County, Conn., on behalf of some 1,200 workers at the Electric Boat Division of the General Dynamics Corp. at Groton, Conn., according to MTC President Thomas Kiddy.

Workers voted 11 to 1 to accept the agreement, which runs to June 30, 1988. The settlement came six months before expiration of the preceding contract.

A \$150 sign-up bonus has been paid. On June 30, 1985, workers will receive a 4% lump-sum payment. Wage increases will be 4% in June, 1986, and 3% in June, 1987.

Monthly pension benefits will increase from the present \$14 to \$18 per year of service over the length of the contract. Retirees will have a comprehensive medical plan for themselves and their dependents and a new Medicare supplements plan after April 1, 1985, with the company paying two-thirds of the cost.

Medical benefits improvements include new hospice care for the terminally ill, vision care, and hearing care plans. Sick and accident benefits are improved from a range of \$105-\$190 to \$125-\$230. UBC members work under the agreement.

AFL-CIO Guide to Scholarships

The 1985 edition of the *AFL-CIO Guide to Union Sponsored Scholarships, Awards, and Student Financial Aid* is now available at AFL-CIO Headquarters in Washington.

This AFL-CIO Department of Education publication lists more than 2,000 scholarships worth up to \$14,000 per school year. The AFL-CIO publishes the guide to aid union members, their dependents, and students in the often difficult search for financial assistance to cover the cost of attending colleges and other post-secondary institutions.

For a copy write to: Scholarship Guide, AFL-CIO Department of Education, 815 16th Street, N.W., Washington, D.C. 20006.

Single copies are free for union members; \$3.00 per copy for all other persons.

Editor's Note: The United Brotherhood itself does not sponsor a scholarship program. However, some local unions and councils do. They are listed in this directory.

Danville Committee Aids Needy Family

Local 269, Danville, Ill., sent five members to the United Way's recent union counselor training. The Local has a community service committee that is now hard at work with Jim Ostrander as its chairman.

The committee has taken on a major aid program with a family in nearby Westville. The family lived in a house that rents for \$25 a month with no furnace. It had no income, no food, and no fuel for the only source of heat, a kerosene heater. The mother was in need of medical attention, and they were having problems with a former landlord who won't let the family have its furniture or personal belongings. Jim's committee has taken the bull by the horns. They installed a gas furnace purchased by funding from the Salvation Army and several local churches. The mother has received medical treatment through Project Medi-Share and Legal Aid has been called about the previous landlord. With Jim Ostrander and his committee leading the way step by step, this is Community Services working, serving, and giving at its best.

Attend your local union meetings regularly. Be an active, voting member of the United Brotherhood of Carpenters and Joiners of America.

Los Angeles Carpenters Play Key Role In Providing Shelter For Area Homeless



Nearly 200 volunteer union craftsmen in Los Angeles, Calif., take up the tools in a whirlwind effort that resulted in construction of a 9,000-square-foot shelter for the homeless in only four days. The project, approved by the city and built in just a week, was the idea of Los Angeles County AFL-CIO Executive Sec.-Treas. William Robertson. Union volunteers were coordinated by the Los Angeles County Building & Construction Trades Council and the District Council of Carpenters. Area unions also paid for all building materials.

In an amazing display of compassion and skill, hundreds of AFL-CIO union volunteers, working under the direction of Elmer Griggs, organizer for the Los Angeles County District Council of Carpenters, transformed a barren parking lot in the heart of Los Angeles' Skid Row by constructing a 10,000-square-foot temporary shelter for the homeless. The entire project took less than two weeks to go from conception to completion.

Materials for the project, initiated by Los Angeles County Federation of Labor head William R. Robertson, were provided either free or below cost by union contractors in the area.

Paul Miller, secretary treasurer of the Los Angeles County District Council, said "When Bill Robertson contacted me to see if the district council would be able to help out on the project, I sent Elmer Griggs to a planning session to see what we needed to do."

"When you see people sleeping in their cars, if they're lucky, or on park benches, you know that something has to be done," Miller said.

The meeting which Griggs, a member of Carpenters Local 844, attended on Wednesday, January 9, was held at the City's Community Redevelopment Agency, which owned the land that had been selected as the site for the project during a meeting between Bill Robertson and Los Angeles' Mayor Tom Bradley one day earlier.

At the earlier meeting Robertson had proposed to Bradley that the unions of Los Angeles would construct an emergency shelter if the City could provide a location. Robertson's offer was prompted by reports that there were more than 30,000 homeless

in Los Angeles County, and the closing of a temporary "tent city" which had offered shelter over the Christmas Holidays.

The shelter would provide some measure of relief while governmental agencies prepare more longterm responses, according to Robertson.

Arriving at the Community Redevelopment Agency meeting, Griggs was asked by the chairman of the agency, James Wood, who is also assistant secretary-treasurer of the Los Angeles County Federation of Labor, to begin working with the agency's architects on plans for a 10,000-square-foot structure.

When Griggs learned that the plan was to begin construction the following Saturday, January 12th, and to have the building ready to operate by the next week he immediately called Lee Bolin, a union contractor, and asked for help.

In what has become the trademark of the entire project, Bolin immediately agreed to send men to the site on Saturday morning. When Saturday arrived so did Bolin with twice the number of men requested.

Another call was placed by Robertson to V.C. "Bud" Mathis, head of the Los Angeles County Building Trades Council and a member of Carpenters Local 1507, who agreed to contact the other trades whose help would be needed and arrange for volunteers when needed. From there on everything ran like clockwork as Mathis scheduled for roofers, electricians, sprinkler fitters, painters, and laborers.

Next, a major downtown developer, Oxford Corporation, which is developing the

Continued on Page 24

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Arizona Steward Training



The Arizona State District Council of Carpenters held a Stewardship Training Program in Phoenix last September. The training committee was made up of David Deerman, assistant business representative for Carpenters' Local 1089; Bob Moyer, business representative for Drywall and Lathers Local 1327; and Jim Kelley, assistant business representative for Millwright Local 1914.

The program was held in accordance with the UBC Trainee's Manual. Forty-five registered for the program. Those who completed the training are shown in the picture:

Front row, from left, Robin Cox, Larry Tafoya, Gilbert Quintero, John Palmer Jr., Ramon Vasquez, Greg Snyder, Dave Harris, and Edgar Robichaud. Second row, left to right, Eddie Armstrong, Kim Kessinger, Ron Morgan, Al Cahill, Curt Wilczewski, David Sievwright, Louis Locicero, Al Ingram, Tom Nugent, Lois Wiedmaier, and Chuck Wiedmaier. Third row, left to right, Carl Wiedmaier, Roland Kerr, George Ruhl, Ron McNeff, Marc Belinskovich, Jim Kelley, Business Representative, Local 1914, Dana Martin, Dave Deerman, Business Representative, Local 1089. Fourth row, Francis Gouverneur, Russ Morris, Bill Bolin, Don Williams, Ralph Hawkins, Chuck Detherow, Steve Richards, Paul Wiedmaier, Brian Butler, and Bob Moyer, Business Representative, Local 1327.

Not pictured: Kathryn Huskey; Art Peery, Business Representative, Local 906; Rick Mills, Business Representative, Local 906; Bill Martin, Business Representative, Local 1216; Marvin Smith, Building Trades Safety Coordinator; Steve Rigby, and Rick Schaefer.

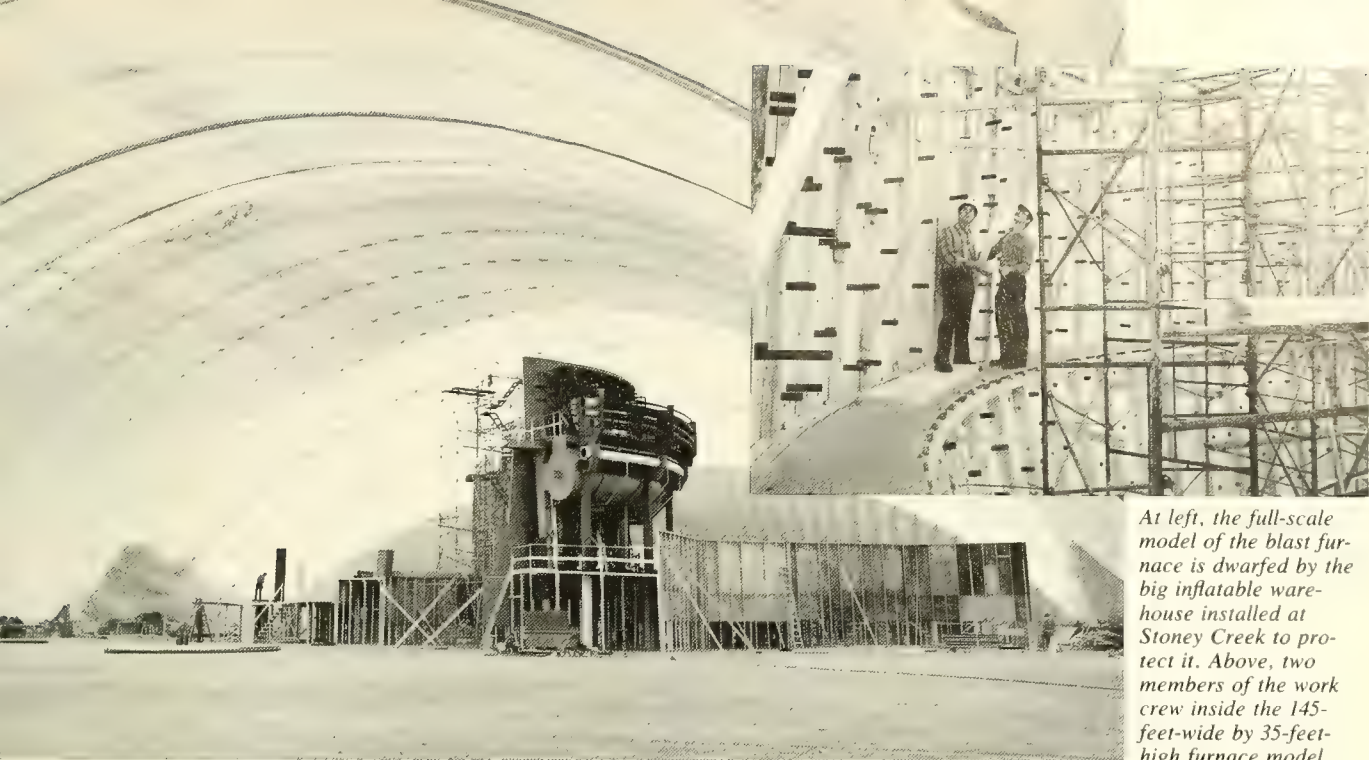
Stewards Train in Peekskill



Participants in a recently completed shop stewards training class in Local 163, Peekskill, N.Y., assembled for a class picture.

Front row, from left: William Rehak, Matt Cook, Frances Chipman, Bus. Rep. Gordon Lyons, and Dennis O'Brien.

Back row: Apprenticeship and Training Coordinator Westchester District Council Robert McClernon, Jose Morales, Amando Pane, Al Buhs, Pat Morin, John Wyville, Bob Stein, Bob Heller, Richard Chipman, John Williams, Rickey Calley, Bob Grant, John Licari and Richie Chiappi.



At left, the full-scale model of the blast furnace is dwarfed by the big inflatable warehouse installed at Stoney Creek to protect it. Above, two members of the work crew inside the 145-foot-wide by 35-foot-high furnace model.

Model Building on the Grand Scale by Local 18 Members

A huge full-scale model of a steel blast furnace, made of plywood, plastic and tin, was recently created by members of Carpenters Local 18, Hamilton, Ont.

It was erected under an equally huge, inflatable warehouse in Stoney Creek, a community east of Hamilton.

The intricate structure was not a museum piece for visitors to admire, but "a tool in a megaproject" which is the relining and modernization of No. 4 Blast Furnace for one of Canada's largest steel-producing companies.

Engineers of the Dominion Foundries and Steel Company (DOFASCO) decided that the No. 4 furnace needed new technology, better instrumentation, and more room to function. The best way and the cheapest way to determine the answers to their many questions was to build a mock-up version of the real thing, then check and double check everything. Millions of dollars could be lost by the company if pipes were incorrectly installed or platforms were too low or too high to be safe and functional. Why not test everything ahead of time before launching the multimillion-dollar megaproject? We are told that you can modernize a steel furnace for less than the interest carrying charges of buying a new one. (*Steel industry executives considering reindustrialization, take note.*)

"The modernization of No. 4 will allow us to produce more hot metal at a lower fuel rate with a longer campaign life and with tighter environmental control," says John Holditch, Dofasco's superintendent of iron production. The problem with adding to an existing facility is one of space. Do we have room to 'shoe-horn' everything in? Once it's in, can the operators work around it and can maintenance mechanics get in and service that pipe or that valve?

"It's very difficult to visualize three-dimensional aspects like that off a set of

drawings. You run into a similar problem with all the different levels and elevations of the cast house floor. That's why we needed a model and needed it full size—so we end up with an installation that can be installed, and will allow men and mobile equipment to function properly in the production of hot metal."

Thus the model is part of the design process and provides a 'dry run' for people involved in the reline. During a reline an incredible amount of work is done in a relatively short time. When No. 4 was last relined in 1980 it took 63 days and, at peak periods, up to 1,000 people a day working on it. Such frenetic activity leaves no room for stopping and making modifications because something didn't turn out as planned.

Currently 72 days are scheduled for the 1985 reline. But because the project and decision-making are such dynamic processes, that could change. As John Holditch points out, the model contributes signifi-

cantly to that dynamism.

"As we began building the model, someone would find a problem. We'd fix it—on the model—then go back and change the drawings. This dynamic process is ongoing. The people involved were all over the model and met every week to discuss their findings. Many changes were made—things that were not obvious from looking at the drawings. . . . By the time we left, we had all the kinks ironed out, so the final working drawings would be perfect."

Also, by the time they left, the model will have cost over \$1/4-million in manpower and materials. That sounds like a lot to spend on a mock-up, but it's estimated that the model will save more than ten times its cost. An added benefit, difficult to assess in dollar terms, is that after repeated exposure to the model, the people who have to work with the real thing will be familiar with the changes and understand the reasons for them. They, and ultimately Dofasco's iron production,

Continued on Page 26

Local 18 members involved in the model blast-furnace construction included, front row, from left, Ivan Antolin, Sandy Macleod, Stefan Kolar, Ed Bischoff, and Don Charron. Back row, from left, Dave Hammill, Stefan Gaspar, Norm Hawe, supervisor on the project for Local 18, and Victor Bodnar.

The life-size furnace model enabled personnel from operations and other maintenance groups to make sure that all new components could be installed with no problems.



Local 417 Apprentice Wins Missouri Contest

Thom Sheahan of Cape Girardeau, Mo., a member of Local 417, was first place winner in the recent Missouri Apprenticeship Competition. Sheahan competed against seven other fourth-year apprentices from around the state in a four-hour written test, two-hour transit level competition, and a manipulative project.

'Lifetime' Member

John E. Mackay, recording secretary of Local 455, Somerville, N.J., enlisted the aid of "Chris the Greek" of Manville, N.J., to have his own personal "union label" tattooed on his forearm.



Don't Buy List

Continued from Page 14

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STERLING RADIATOR

Baseboard heaters for the home
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Los Angeles Carpenters

Continued from Page 21

Citicorp Plaza project, volunteered to act as purchasing agent for materials. The contractor on the Citicorp job, PCL Construction also joined, providing a forklift and other materials when necessary.

The lumber and other supplies were ordered on Thursday and by 8:00 am Friday had been delivered, pre-cut, to the site.

At 7:00 am Saturday morning volunteers from nearly 20 Carpenter locals began to arrive on site, joined by volunteers from other trades and AFL-CIO Unions including CWA, OPEIU, and others.

That was when the transformation of what had until then been known as "Thieves Corner" began. Throughout that first day nearly 200 men and women swarmed over the project doing any and every job that came their way.

By mid morning the deck had been put down and all exterior and interior walls were framed out. At 3:30 that afternoon when Griggs called a halt to the day's work the first windows had been put in place.

The pace on Sunday was the same, with drywallers playing center stage as they hung double thicknesses of 5/8" drywall to meet the two-hour firewall requirements for the safety of the building.

The entire project went so smoothly and quickly that by Tuesday morning the painters were on the job applying the exterior wood stain and painting the interior walls and floors.

The final hurdle was overcome when 70 members of the Sprinkler Fitters arrived on the job Thursday evening. Working until 12:30 in the morning they completed the installation of a complete fire sprinkler system in one night.

Los Angeles Mayor Bradley, who had visited the job on Saturday, was delighted with the progress of the shelter.

"This is fantastic," Bradley said as the shelter grew while he watched. "I'm really impressed with the speed with which the labor union representatives have put up this temporary facility. This is not only going to be far superior to anything anyone ever expected, it will have all the building and safety provisions."

The final contribution to the project was made by the UBC's apprenticeship program, which built wooden platforms for mattresses to be placed on, providing the homeless of Los Angeles with a safe, secure place to sleep, union built top to bottom.

Throughout the project participants voiced unanimous agreement that not only was it a job worth doing but they felt a great deal of satisfaction in being able to contribute something of themselves to the solution of such a dire problem.

One first period apprentice, who had not known that unions were involved in activities like this said, "It feels great working here. It feels like Christmas."

VOLUNTEER CARPENTERS

Carpenters 563—Carlos Aguirre
Carpenters 844—Felipe Baeza, Anthony Borgen, Paul Clayton, Fred Griggs, Mike Griggs, Dave Hale, Sherman Hewson Jr.,

Brian James, Jules Lorenz, Michael Nelson, Charles O'Connor, Bruce Pinnehu, Bob Pistole, Pete Shampay.

Carpenters 929—Alfred Areyan.

Carpenters 1052—Robert Betts.

Carpenters 1400—Dennis Gradare, Napoleon Muniz, Mike Piazza.

Carpenters 1140—Tommie Stanley.

Carpenters 1400—Bill Luddy, Turgay Mercanli.

Carpenters 1407—Meril Smith.

Carpenters 1437—Floyd Clay, Angela Dunn, Ira Harvest, George Holguin, Darryl Smith.

Carpenters 1478—Nelu Ardeljan, Lynn Holliday, Ron Whitney.

Carpenters 1497—Richard Estes.

Carpenters 710—Ron McCleery, Tom Mannon Jr., Scott Merrill, Frank Rabalais, Lonnie Saathoff, James Ward.

Carpenters 1507—Lee Brown, Frank Ramos, Fiji Saleem.

Carpenters 2435—John Bradley Gibson, Wm. "Red" Egan, Robert Keyes, Vincent Ruan, Teresa Tucker.

Carpenters 1506—Kraig Albertson, Moises Almeda, Bernie Ashauer, Wyatt Bransford, Brian Cox, M. Dahlquist, Kim Doyle, Joseph Goldberg, Mike Goldberg, Charles Gonzales, Wesley Green, Doug Kirkup, Jack Kirkup, Myron Lapka, Guadalupe Leal, Richard Ludt, Bob Milewsky, Mark Mills, Doug McCarron, Mike McCarron, Pedro Padilla, Jesus Padilla, Jose Perez, Edward Schrody, Jerry Smith, Jerry Vlach, David VonNormann, Keith Workman, Roy Workman.

Carpenters 1607—Raymond Lloyd.

Carpenters 1752—Brian Cole.

Carpenters 1913—Leopoldo Bautista, C.R. Dunham, Robert Frost, Francis Keller, Ervin Keyser, Montel McClellan, James Richard Moore, Isaac Munguia, Robert Sann, Kent Schmedes, Terry Twitchell, Jim Waters, Rob Wright.

Carpenters 1976—Joe Alegre, Vince Guerrero, Colin Lever, Mark Pledger, Fernando Reguena, Jose Reyes, Mario Vergara.

Carpenters 2042—Jack Allman, James DeBiran.

Carpenters 2463—Jerry Evans, Tracy Fikes, Terry Izzard, Bob Peters, David Stoddard.

Los Angeles Building Trades Council—Art Carolan, V.C. "Bud" Mathis, Ron Kennedy.

Carpenters District Council—Tom Benson, Wally Bond, John DeCarlo, Lloyd Duronslet, Alfred Encinas, Marty Trenouth, Armando Vergara.

Century Freeway Project—Robert Harley, John Mendoza, Charles Phillips.

BLANDEX

Continued from Page 11

shop steward has always had the responsibility of changing stamps for label printing, and now also attaches the union label (kept under separate lock) to the printer.

"The market for waferboard continues to grow, and Local 2443 is growing too. But please remember, not all waferboard is the same. Make sure you get the quality board, look for the union label, look for Blandex," say members of Local 2443.



These Union-Made Products Are on Your Supermarket and Drug Store Shelves

The shelves of your local supermarkets and drug stores are lined with an array of pharmaceutical, health-care, and cleaning products which are manufactured in sanitary, efficient North American plants by members of the Oil, Chemical and Atomic Workers Union, AFL-CIO. The pictures below show many of them.

They come from such union companies as American Home Products Corporation, Boyle-Midway, Whitehall Laboratories, and P & M Company . . . and they are union made.

Here are some consumer tips when shopping for products like those shown on this page:

- Read the labels . . . to know the ingredients and weights and to be aware of the precautions issued for their use.

- Check the prices. Why pay 20% to 100% more for a product when you can save by buying the large, economy size? Compare the prices of other union-made products on the shelf.

- You must remember that many pharmaceuticals have time limitations on their use. Look for expiration dates on the labels and throw them away when that date is past.

It is a good idea to make a periodic check of medicine cabinets and keep them up to date.

- Keep the containers with safety caps fully capped when not in use, especially with children in the house.

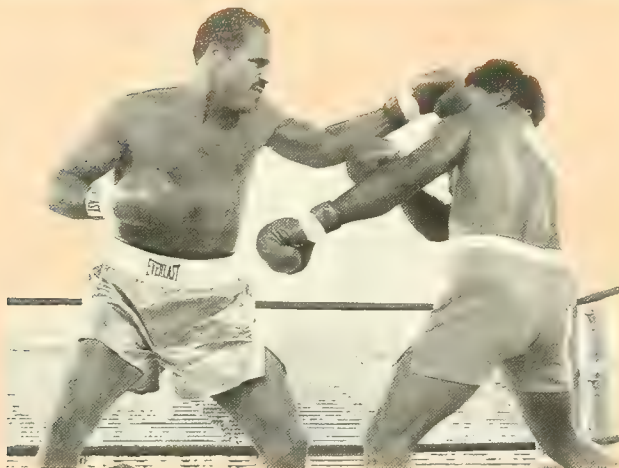
- Drugs and medicines sold under their "generic" or common names usually cost much less than under brand names, but the pharmacist must fill a prescription with the brand a doctor prescribes. You might ask him if a more reasonably priced generic drug is available, especially for maintenance drugs for chronic conditions.

- Many unions, community organizations, and senior-citizen groups have their own drug discount plans or purchasing arrangements with local pharmacies. Ask your union or your druggist about this.

The photographs are reprinted with permission from the OCAW Reporter, January-February, 1985.



Members In The News



David Bey, left, lands a left on Grady Daniels in a fight in Las Vegas, July, 1983. This month he fights again in Las Vegas.

Larry Holmes Opponent Is Union Piledriver

David Bey, a member of Philadelphia, Pa., Piledrivers' Local 454, is scheduled to fight Larry Holmes for the heavyweight title on March 15 at the Riviera Hotel and Casino in Las Vegas, Nev. The fight will be televised on cable television.

Bey is currently the United States Boxing Association heavyweight champion. He won this title by defeating Greg Page in a unanimous decision in a 12-round title fight, last August 31, in Las Vegas.

David's father, Joe Bey, had been a member of Piledrivers' Local 454 for 40 years when he passed away in March, 1982. David, along with his brother Joseph, followed in his father's footsteps, graduating from Local 454's apprenticeship program and going on to become competent journeymen.

During four years in the U.S. Army, Dave won 49 of 53 fights, 47 by knockouts. Forty-two of his opponents never got to the second round. Dave is currently 14-0 with 11 knockouts.

David says he wants to bring home the undisputed heavyweight title for all the members of the Brotherhood.

In a recent story headlined "Bey Has Paid Dues, In and Out of the Ring," a sports writer for the *Philadelphia Daily News* tells something of Bey's union membership:

"I've been in the union since 1979," Bey told the sports writer while working out at the Don King Training Camp in Orwell, Ohio. "I wouldn't give that up for nothing."

"I'm going to keep my union card even if I make a million dollars, and I expect to."

The sports writer commented, "He wasn't bragging. That's the way he talks. He's candid, honest, and interesting in an everyday sort of way."

"When he talks about Larry Holmes, he speaks with respect. He talks like a guy who is going to take a 14-0 record in and face one of the greatest fighters of his time, perhaps of any time, a guy who has knocked out twice as many guys as Bey has faced."

"But . . .

"With all due respect," Bey said. "I'm not going to let him beat me."

UBC Says Politics Behind Formaldehyde Rule Delay

Three and a half years ago, the United Brotherhood joined 14 other international unions in petitioning the Occupational Safety and Health Administration to reduce exposure levels for formaldehyde.

In the months that have elapsed, OSHA has done little to reduce this continuing worker hazard. It has delayed issuing a revised regulation, saying that there isn't enough evidence that change is needed.

One and a half years ago, there was a special meeting held in Little Rock, Ark., under the National Toxicology Program of the federal government, where experts indicated a need for reduced exposure levels for the chemical.

The United Auto Workers went to court to force the issue, and OSHA was ordered by the court to decide by April 15 whether or not to proceed with formal rulemaking.

Last November, OSHA reported another study on formaldehyde exposure levels, but once more the agency decided that it didn't have enough evidence to act.

Last month, to act upon the court order, OSHA conducted a three-day public meeting at the U.S. Labor Department in Washington to gather new evidence and comments on the matter.

The United Brotherhood was represented at that meeting by Occupational Safety and Health Director Joseph L. Durst, Jr., and by Industrial Hygienist Scott Schneider.

Durst told OSHA at the meeting that the "supposed controversy over the carcinogenic risk of formaldehyde" and the general controversy over quantitative risk assessment "are truly a disguise for political decisions not to regulate."

"Formaldehyde has been studied intensively and we believe there is sufficient evidence to regulate it," Durst said. "Those who are calling for scientific certainty know full well that it cannot and need not exist."

"The upshot," Durst said, "is delay and more delay," while "OSHA is sanctioning the continued exposure to excessive levels of formaldehyde knowing full well its toxic and carcinogenic properties." The public hearing will probably add another six months to the rulemaking process while the transcript is "analyzed to death," he said.

Noting the courts gave OSHA broad discretion to determine significant risk and that UBC members are exposed to hazardous levels "everyday in the workplace," Durst asked:

"What will it take to convince those governmental decision makers who, in their zeal to deregulate, ignore the evidence that exists of significant harm? How many humans must die to force OSHA to act? OSHA has become paralyzed by industry demands for certainty and our members are suffering the consequences."

Model Building

Continued from Page 23

will have benefited from the teamwork without which this project would not be possible.

Construction on the model—performed by Local 18 members for Jaddco, Ltd., a general contractor and a specialist in furnace construction—was begun in June, 1984. Carpenters put in more than 5,000 man hours on the job. The big model was dismantled in December, after Dofasco experts completed their studies.

—Photographs and story excerpted from The Dofasco Illustrated News, Dofasco, Inc., Ontario Canada.

APPRENTICESHIP & TRAINING

One-Day Minorities Workshop Draws Three Groups to California Demonstration

The 46 Northern California Counties Drywall/Lathing JATC & TB conducted a one-day workshop for women and minorities interested in drywall/lathing apprenticeship.

The drywall/lathing training staff, Ted R. Woodward, director; Richard Noar, coordinator; Vasco Bigongiari and Gary Robinson, instructors, planned and conducted the workshop.

Three organizations for women and minorities assisted in identifying individuals interested in entering the training program. They were: Chinese for Affirmative Action, represented by Donna Jung and Linda Jofuku; Women in Apprenticeship Programs, Inc., represented by Richie Gore, Anne Marie (Tala) Suafai, and Susie Suafai; and Advocates for Women, represented by Pamela Drake.

The day's events required each participant to construct a 2' x 3' wood framed mock-

up, covered with furring channel, gypsum wallboard, and trim metals. A similar mock-up was constructed with metal studs covered with metal lath and trim bead. Each participant also installed $\frac{5}{8}$ " x 4' x 8' wallboard on metal studs, installed paperback stucco netting on wood studs, and transported building materials by hand. There was a demonstration on assembling and dismantling of metal scaffolding. Tools and materials that were provided to participants by the drywall/lathing trust were: nail aprons, 20 oz. framing hammers, drywall hammers, lather hatchets, wallboard knives, wallboard rigid lifts, lather's snips, end cutters, 25 ft. measuring tapes, utility snips, and electric screw guns.

Apprentice Cindy Burns and journeyman Robbie Anderson conducted the work process portion of the workshop. Both Burns and Anderson are members of Lather's Local 65L in San Francisco.



Participants work on their projects during the northern California Drywall/Lathing JATC & TB workshop for minorities and women.

New Journeymen in Princeton, New Jersey



Local 781, Princeton, N.J., welcomes nine new journeymen. Above, from left, Business Rep. Henry Jones, V. P. Robert Richardson, Robert McClosky, Mike Riley, Eugene Cypress, Thomas Challenger, and President James Murphy. At right, Ridgeley Hutchinson, Larry Nassri, Louie Rotolo, Al Imhof, and Francis Murphy.



Fall River Grads



The most recent graduating class of the Apprenticeship and Training program of Local 1305, Fall River, Mass., received its certificates of completion late last year. They are, front row, from left: Dave Mello, Dave Forgette, and Frederick LaBerge. Back row, from left: Nanci Lown, Jeff Brewer, and Annie Chamberlain.

Minnesota State Contest

The 1984 Minnesota State Carpenters Contest was held on December 15th at the Twin City Carpenters Joint Apprenticeship Committee Training Center in Roseville, Minn.

The contestants included, front row, from left: Debbie Cooper, Local 87, St. Paul; Geoffrey Clausen, Local 957, Stillwater; Mike Facer, Local 1644, Minneapolis; Robert Hanten, Local 87, St. Paul; and Mike Bruski, Local 87, St. Paul. Back row, from left: Dan Meier, Local 87, St. Paul; Greg Swanson, Local 889, Hopkins; Kurt Knoepke, Local 1382, Rochester; Alan Budenski, Local 7, Minneapolis; and Keith Olafson, Local 361, Duluth.

First-place award of \$300 went to Greg Swanson; second-place award of \$200 went to Keith Olafson; third-place award of \$100 went to Mike Bruski.



U.S. Job Corps Program Funding Is Threatened By Budget Cuts

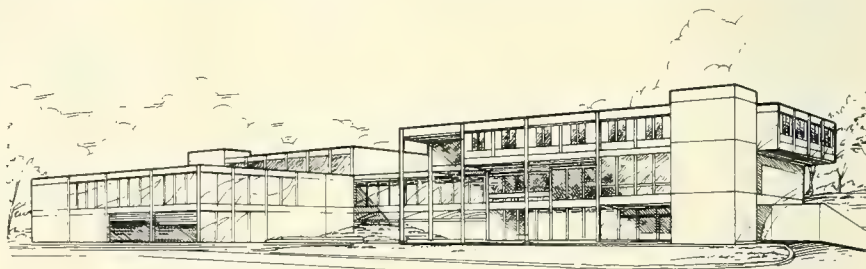
The U.S. Job Corps program, which has been a very effective program for providing training and employment for disadvantaged men and women, has been targeted by the Reagan Administration for abolishment.

The United Brotherhood of Carpenters has contracted for Job Corps pre-apprenticeship training with the U.S. Department of Labor since 1967, and during that period tens of thousands of young men and women have been provided with training that has allowed them to enter the mainstream of employment. In all of Job Corps training, approximately 70,000 young men and women aged 16-22 graduate each year, prepared for employment they would otherwise have little chance of enjoying. Furthermore, over the

years, these people who might otherwise have been on welfare have become taxpayers and their contribution through taxes has paid for their original training many times over.

The United Brotherhood of Carpenters will work with other international unions, namely the Operating Engineers, Painters, Plasterers, Bricklayers, Auto Workers, Railway and Airline Clerks, and the National Maritime Union to salvage the Job Corps operation and continue to offer good training through that program.

The Federal Budget is being considered by Congress, and members are urged to write the Congressman from their home district, urging him or her to resist the cutting of Job Corps from the national priority.



\$4 Million Training Center Dedicated in Massachusetts

Massachusetts apprentices and journeymen have a brand new \$4 million training center in Millbury, Mass. The Robert D. Marshall Carpenters Training Center was dedicated late last year with General President Patrick J. Campbell and other dignitaries present to tour the complex.

Designed by Worcester, Mass., architects, Richard Lamoureux and Associates, the Center includes classroom space, dining facilities, male and female dormitories, and a gym. Those involved with its planning commended union and management for their cooperation throughout the project.

The Center is named for Robert D. Marshall, business representative of Local 33, Boston, of which he has been an active member for over 20 years. Marshall is also a trustee and treasurer of the Massachusetts Carpenters Training Program. He is responsible for negotiating the agreement with the Massachusetts Contractors Association that funded this modern facility.

Early in December, Massachusetts Governor Michael Dukakis signed a proclamation naming December 13, 1984, as Robert D. Marshall Carpenters Training Center Day. With the governor when he signed the proclamation were Robert D. Marshall, Michael J. Molinari, Andris J. Silins, Andrew Sarno, and Barney Walsh.

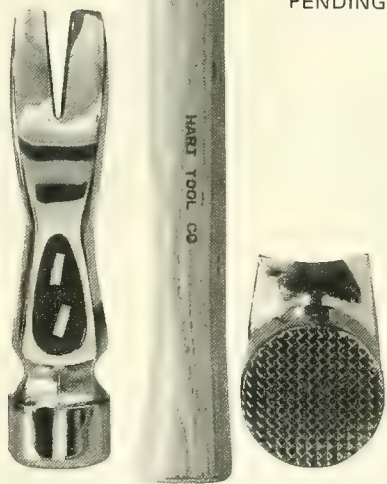
Massachusetts Labor Secretary Paul Eustace represented the Commonwealth at the dedication ceremonies.



At top: UBC Leaders Barney Walsh, Robert D. Marshall, Patrick J. Campbell, and Arthur Osborne with Massachusetts Secretary of Labor Paul V. Eustace at opening ceremonies. Lower picture: Governor Dukakis proclaims Robert D. Marshall Carpenters Training Center Day.

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WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

TRENTON MEMBERS BUILD FOR DISABLED CHILD



The work crew which built the ramp for the disabled child, assemble after the work was done. Seated on the ramp are Joe Palma and Len Ricasoli, with Jim Capizzi, kneeling to the right. Along the rail—left to right, are Joe Sabiak, Tom Canto, business agent, Leo Nibbia, Joe O'Donnell, Mario Caruso, and Russ Vaccaro. In the back row, left to right, are Joe Palasky, Brian Cook, Chris Wilshaw, Bob Downs, Jerry Ford, and Dominic D'Agosta.

BY KATHLEEN LASH

Reprinted from the Human Services Reporter,
New Jersey Dept. of Human Services.

A New Jersey Division of Youth and Family Services caseworker and 16 union carpenters combined efforts recently to give a handicapped youngster a special holiday gift—a ramp for his wheelchair. David (not the child's real name) suffers from a multitude of handicaps including cerebral palsy and is confined to a wheelchair.

David, who is five, has been living with a foster mother since he was six months old. The foster mother, a widow who lives in Lawrence Township, has been caring for foster children for 16 years. Besides David, she now also has four other foster children.

According to the foster mother, David's caseworker, Dolores Held, of the DYFS Mercer County District Office was responsible for getting the wheelchair ramp project started.

"One day, Dolores and I were talking, and I mentioned that I had trouble getting my son's wheelchair up and down the steps outside my front door," she explained. She said that Held then suggested a ramp that would extend from the front steps to the sidewalk.

Held contacted Joy Brummel of the Delaware Valley United Way who in turn directed her to Sue Wynkoop of Easter Seals and Tom Canto, business manager of the

Carpenter Local 31 to get help for the ramp construction. Canto and Wynkoop both agreed to help with the project.

They ran into a problem however, getting money to buy the materials. Wynkoop said her monthly Easter Seals budget could not cover the entire cost of the materials (initially estimated at \$390.00) because of other projects that the organization was handling at the time. "We did agree, though, to contribute half of the money if another source of funding could be found," said Wynkoop.

Canto contacted Ernest Ferri, president of Yardville Supply Company in Hamilton Township. Ferri agreed to split the cost of the materials with Easter Seals. Yardville Supply Company also lowered the total cost to \$260.00 and furnished the lumber and other supplies needed for building the ramp.

The volunteer labor was provided by 16 members of Local 31. Along with Canto, the other carpenters included Jerry Ford, Joe Palma, Joe Palaskey, Mario Caruso, Leo Nibbia, Jim Cappizzi, Joe O'Donnell, Chris Wilshaw, Brian Cook, Joseph Labiak, John Marzak, Lenny Ricasoli, Bob Downs, Dominic Dagosta, and Russ Vaccara.

Thomas Blatner, director of the DYFS management team, was gratified by the joint efforts. "This is an excellent example of teamwork and cooperation between organizations and people who are sincerely involved in providing human services to those with special needs."

"We all did this for the good of the child and the good of the county," said Canto.

CONGRESS CITATION



Ken Berghuis, business manager of the South Florida District Council, was recently honored with the Congressional Award for Community Service. At the award presentation from left were: Metropolitan Dade County commissioner Barbara Carrey, Berghuis, and Congressman Claude Pepper, who chose Berghuis as the recipient.

PUBLIC OFFICIAL

H.B. "Scoop" Slack, president of Local 31, Trenton, N.J., has recently been elected president of the Borden-town Township Democratic Club. Slack is also a Burlington County Committeeman and a representative to the Burlington County Executive Board of the Democratic Party. He has lobbied for "people's rights" at the New Jersey State House for over 15 years, though he is still active in the trade.



SLACK

MAGAZINE EDITOR

Sandra Marilyn of Cabinetmakers Local 42, San Francisco, Calif., is now the editor of *Tradeswoman Magazine*. After three years as the only female in her local, she should be very well qualified to deal with the issues women in the trades face.

CHUNKY CHINOOK



On a recent fishing trip, Donald Stay of Local 781, Princeton, N.J., caught a 26½ lb. Chinook salmon in the Salmon River area, Pulaski, N.Y.

Who Says Unions Are Going Out of Style?

Doctors at D.C. General Hospital, the only public hospital in Washington, D.C., voted recently in favor of forming a union.

A spokeswoman for the hospital, which opposes the unionizing effort, said that 163 ballots were sent to doctors and that 83 were returned. A lawyer for the doctors said the vote was 76 to 7 in favor of forming a union.

The hospital has filed suit in the District of Columbia Superior Court, claiming that the doctors are precluded from collective bargaining because they are considered part of management. That case is still pending, and if the hospital wins it would make the doctors' vote academic.

If the court rules that the doctors can unionize, the hospital will ask the court to narrow the number of those who are eligible to do so to about 110, D.C. General Spokeswoman Penelope Anderson said. The rest are considered supervisory personnel, she said.

A.L. Zwerdling, an attorney for the doctors, called on the hospital to stop litigation and start negotiating a contract with the doctors' group, called the Doctors' Council of D.C. General.

The doctors are dissatisfied with their salaries at the hospital, which are capped at \$63,700, the same limit as for other District employees. Starting physicians' salaries are \$47,749, Anderson said.

City officials have been trying to grapple with the issue of salaries for doctors employed by the city, not only at D.C. General but also in the D.C. medical examiners office and at city clinics. Since private doctors normally can make more than the city salary limit, officials want to find ways to attract qualified doctors to public service.

But the hospital, which serves the city's indigents, also has had budget problems for years. The city's subsidy of the hospital this fiscal year was set at \$44 million.

If the union effort succeeds, D.C. General would become one of the few public hospitals in the country where full-time staff doctors are unionized, according to the D.C. labor relations office.

R-Way Furniture Boycott Ended

Carl Scarbrough, president of the United Furniture Workers of America, has notified the AFL-CIO Union Label and Service Trades Department of the termination of the boycott against the R-Way Furniture Company.

President Scarbrough advised that a new three-year contract was signed on December 10, 1984. Although the contract does not provide everything the union wanted, there are substantial gains in benefits including a union shop agreement . . . and not one striker lost his/her job.

President Scarbrough expressed his appreciation to the AFL-CIO and the entire labor movement for the support and unity which brought about the settlement.

New Zealand Visitor



Garry Preston, an organizer for the New Zealand Carpenters and Related Trades Union, was a recent U.S. visitor. He participated in the New York Marathon, last fall, and then toured the nation, visiting UBC headquarters and other labor offices. At the top, Construction Organizer Tom Homan, right, compares his work practices with those of the visitor. Below, Ted Kramer explains the PETS program in the UBC Apprenticeship and Training Department.

Stamp Collectors: First Day Covers

The Samuel Gompers Stamp Club, based in Springfield, Va., and named after the founder of the American Federation of Labor, informs union-member stamp collectors that it has on hand nine "first day covers" (meaning commemorative stamps on envelopes cancelled on the first day of issue of the stamp) and seven "convention cancels" which will be of interest.

The first day covers are for the following: Alcoholism, Franklin Delano Roosevelt, Aging Together, Barrymore, Metropolitan Opera, Harry Truman, Douglas Fairbanks, McGruff, and Hispanic Americans. Each first day cover has a card inside explaining the subjects importance to labor.

The labor stamp club's "runaway best seller" among the convention cancels (cancellations from special convention postal sub-stations) was the one for the United Brotherhood's 1981 Centennial Convention in Chicago. They're sold out. But the club does have the following convention cancels for sale: AFL-CIO Centennial Convention, Bakery, Confectionary & Tobacco Workers, Fire Fighters (1982 and 1984), Musicians, Stage Employees, Machinists, and the Union Industries Shows (1982, 1983, 1984).

For more information and an order form and price list write: Samuel Gompers Stamp Club, P.O. Box 1233, Springfield, Va. 22151.

GOOD TOOLS

make hard work easier!

Take the Vaughan Rig Builder's Hatchet, for example.

A useful tool for rough construction and framing, this hatchet has an extra-large, crowned milled face and a blade with a 3 1/2" cut. Its 28 oz. head and 17 1/2" handle put power into every blow. Full polished head and select hickory handle make it look as good as it feels to use.

We make more than a hundred different kinds and styles of striking tools, each crafted to make hard work easier.

Make safety a habit. Always wear safety goggles when using striking tools.

VAUGHAN

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11414 Maple Ave., Hebron, IL 60034

For people who take pride in their work...tools to be proud of



NOW YOU SEE IT

An elderly man, quite an expert golfer, wanted to play golf one day. Upon entering the club, he checked in at the caddy stand and requested a caddy with sharp eyesight, explaining that while his golf game was quite good, his eyesight was not, and he needed someone to watch the ball.

Out at the tee, the golfer was joined by a man older than himself. The golfer looked at the man and said, "I asked for a caddy with sharp eyes to watch the balls for me."

"Oh, I can see," the elderly, stooped caddy replied. "If your drive soars like a bird, I'll be able to see it. No problem with that."

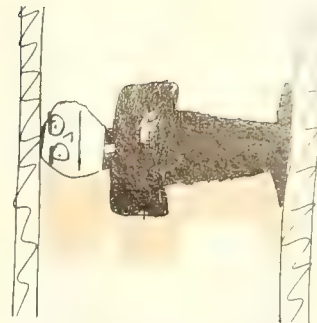
So the golfer teed off with an excellent drive. The caddy and the golfer took off to find the ball. After several minutes of looking, the caddy still had not come up with the location of the ball.

The golfer turned to the caddy in frustration. "I thought you said you had sharp eyes."

"Oh, I do," the caddy replied. "I saw where the ball went."

"Then why can't you find it?" the now irate golfer asked.

Said the caddy, "I forgot."



SECOND TIME AROUND

Two preachers died and went to heaven. St. Peter told them their rooms were being remodeled and he didn't have a place to put them for two weeks.

St. Peter said, "I know! I'll send you back to earth as something else."

The first preacher said, "I have been so good as a preacher in a small town all my life and never got to travel. I would like to be a big white eagle and fly around looking at the world."

"Granted," said St. Peter.

The second preacher said, "I have been good all my life, too, and never got to do anything. I want to go back as a *STUD*."

St. Peter granted his request.

Two weeks later, St. Peter gathered a band of angels and said, "The two preachers' rooms are ready. Spread out over the earth and bring them back."

"One won't be hard to find. He is a big white eagle, flying around. But the other one may be hard to find. You will probably find him between two pieces of sheetrock in somebody's wall."

—R.E. Moorhead
Local 1245
Lovington, NM



GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

LEADING THE BLIND

A lady was about to take a bath when the doorbell rang. She had no clothes on, but she went to the door and asked, "Who is it?"

"Blindman," replied the voice beyond the door.

The lady said to herself, "He can't see me," and she opened the door. "Can I help you?"

A very startled man stuttered, "Lady, where would you like for me to hang these blinds?"

—Helga Siebert
Hughes Aircraft,
Fullerton, Calif.

ADOPT A LUMBER COMPANY

LEISURE WEAR

Determined to get her newly retired husband some handsome leisure clothes, a wife went to the men's department and approached the salesgirl.

"I'm looking for something youthful—something wild in a pair of men's slacks."

"Oh," signed the salesgirl, "Aren't we all?"

—B. F. Barrow,
Local 14, from GRIT

SUPPORT 'TURNAROUND'



IT'S 'HARD' LABOR

Prisoner: "The judge sent me here for the rest of my life."

Guard: "You got any complaints?"

Prisoner: "Do you call breaking rocks with this hammer 'rest'?"



THIS MONTH'S LIMERICK

They buried a salesman named Phipps

He had married on one of his trips

A widow named Block

Then died of the shock

When he found there were five little chips.

—Jim Weber

BUY UNION * SAVE JOBS

BUSTLING BUS

Traveler: Is that my bus over there?

Ticket agent: Yes. It goes to California in 10 minutes.

Traveler: My, it goes fast!

—Boys' Life

USE UNION SERVICES

BALANCING ACT

Alexander Hamilton started the US Treasury with nothing. That was the closest the country has ever been to breaking even.

—Milton Segal
in Legion Magazine

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Visalia Club has busy agenda

Retirees' Club No. 3 of Local 1109, Visalia, Calif., has enjoyed a steady growth in membership since its founding in April, 1982. Its membership has almost tripled, and the members now count Former General Treasurer Charles Nichols and his wife Ruth among their own.

In a recent letter to the General Office, Recording Secretary La Rue Jacobs recapped many of the club's activities. The women members volunteer at a local blood bank, the men schedule fishing trips, and all take part in barbecues and potluck suppers. Among their committees is one that sponsors speakers from the Social Security Administration, and another that has formed a bowling league.

As Secretary Jacobs puts it, "If your retired group has not yet seen the necessity of forming a club, you are missing out on lots of fun and helping your community in many useful ways. Hurry and become one of us!!"

Two More Clubs Receive Charters

Since our last report, two more UBC Retiree Clubs have been formed and have now received charters. Club No. 44 was established by retirees of Local 2028, Grand Forks, N.D. Last month, Club No. 45 received a charter in LaPorte, Ind.; its members are mostly retired members of Local 1485.

Hampton Retirees Welcome Parker

On December 19, 1984, the officers and members of Carpenters Local 3130, Hampton, S.C., representing Westinghouse employees, honored their retired members with their 16th annual retirees Christmas party. There are 163 retired UBC members from the Westinghouse plant. The local began this event back in 1969 and at that time had about 63 retirees.

James A. Parker, retired Director of Organization for the UBC, and a member of Local 3130, was a special guest. Parker was instrumental in the organizing of the Westinghouse plant in the late 1940s.

Rockford Retirees Enjoy Holiday



Retirees Club No. 33, Rockford, Ill., assembled for a Christmas dinner at the local labor temple in December. Cloyd Bennett, president of the club, center, back row, reports that the club meets every third Thursday of the month at 9:30 a.m. at the Carpenters Local 792 union hall.



What to Do after You Retire

EARL TERMAN, a retired member of Local 704, Jackson, Mich., now residing at nearby Spring Arbor, has led an unusually active life—more than 40 years as a member of the UBC, working at the trade, and almost 10 years of volunteer service with his church in overseas mission work.

He sent us the article below with the hope that it will indicate to other retirees some of the service work they can do when they retire from the trade.

I was asked by a brother carpenter about to retire from Local 704, "How do you spend your time? What do you do?" A good question.

In writing this, maybe I can give him and others some ideas of motivation to a fuller life. Even before I retired, I was a volunteer.

At the age of 65 I volunteered to go to Haiti to build a church. Impressed with the needs of the people, I became hooked on the V.I.S.A. program, "Volunteer In Service Abroad, a Free Methodist Church activity."

The mission board of the Free Methodist Church asked me to go to Brundi, Central Africa, to build a hospital. Asking my employer, Pat Cunningham of the Cunningham Construction Co., if I could have a six-month leave, I traveled to Central Africa and worked there for six years. I spent two years in Brundi on the hospital, teaching 240 nationals how to make brick, to lay out buildings, dig footers, lay a stone foundation, lay bricks, to become carpenters and cabinet makers.

Then I spent the next two six-month terms in Zaire and Rwanda building houses. My last trip was to Kigali, Rwanda, at the age of 72. To round off my V.I.S.A. program I took two additional trips to Haiti at the age of 73 and 74.

I do not expect retirees to do things

so drastic as this. For, as a V.I.S.A. worker, you must raise your own expense money to cover travel, board and room, etc. You also must give up vacations, travel trailers, new cars, and whatever. Be not dismayed, the reward to your well being is well worth whatever you give up.

To you retirees who do not wish to do things so drastic, I have a program that keeps me active five days a week. And there is a great need for volunteers. I stop at two stores and two bakeries each morning and get their day-old rolls, breads, etc., which average about 300 loaves of bread a week and countless rolls that I take to senior citizen centers and shelters for the homeless. I also drive 23 miles each day delivering hot meals to shut-ins. I visit rest homes and hospitals in the afternoon.

I do not wish to boast at the age of 76. I do not need to do that. My interest is only to get you going. Jesus said "When you do these things to the least of these, my brothers, you have done it unto Me." Your reward, if you need one, is when you come to the end of your life's journey to hear Christ say, "Well done, you good and faithful servant, enter in to your rest."

So get going; there are hospitals, rest homes, babysitting for working mothers, etc. The need is endless. **HAPPY RETIREMENT!**

Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.



Hicksville, NY.

HICKSVILLE, L.I., N.Y.

Local 1772 recently held a dinner-dance to honor Joseph Boron, its recently retired president, and several other senior members. General Secretary John. S. Rogers and First District Board Member Joseph Lia were participants in the festivities.

Boron served Local 1772 for 38 years with 12 years on the "official roll." Also recognized were John Michaels, retired financial secretary, with 32 years of service and 17 years in an official role; Paul Zadrozny, retired recording secretary, with 38 years of service and 14 years in an official role.

The local union, which is 67 years old, also recognized three generations of UBC members in Donald Collins. His father and grandfather

were members of the union, and 25 year pins were presented to Collins for his father and himself.

Shown in the accompanying picture are some of those recognized:

Seated, from left, John Michaels, retired; and Donald Collins, recipient of a 25-year pin.

Middle row, Joseph Bodner, 35-year pin; Joseph Fenton, just retired, 35-year pin; Victor Tammono, 25-year pin; Joseph Boron, retired president; 1st District General Executive Board Member Joseph Lia; and John S. Rogers, General Secretary.

Back row, from left, Ernest Dunekack, business representative; Glenn Kerbs, former business representative, retired; Paul Zadrozny, retired; William Hydek, president; Joseph Wisniewski, business representative Local 1397, North Hampstead, N.Y.

Note to local secretaries: When submitting pictures for publication, please identify persons in the pictures from left to right, front to back. Show titles for any officers or guests.



WEST BEND, WIS.

Local 2283 recently held their annual dinner dance where they awarded senior members with service pins.

Picture No. 1 shows 50-year member John Osar.

Picture No. 2 shows 45-year member and past financial secretary Ervin Hammen.

Picture No. 3 shows 40-year member Reginald Cottrell.

Picture No. 4 shows 35-year members Harold Fischer, past recording secretary, and Leroy Sherer.

Picture No. 5 shows, from left: 25-year member Herbert Effenheim, 30-year member Raymond Boden, 25-year members Vernon Liesenberg, Arthur Luther, Robert Stib, Ralph Beine, Kenneth Unertl, and 30-year members Marvin Acterberg, and Raymond F. Krebs.

Also receiving pins but not pictured were: 40-year members Helen Powers, and Moyme Walsh; 35-year members Arnold Bechler, and Thomas Weinert; 30-year members Spencer Guenther, Clarence Hess, Gottlieb Mayer, F. Jerry Wanty, Theodore Hennes, Robert Roloff, and Henry Zachow; 25-year members Clarence Bachus, Victor Koch, William Nell, Carl Will, William Condon, Clarence Guse, Alex Kuciauskas, and John Ward.



Oscar

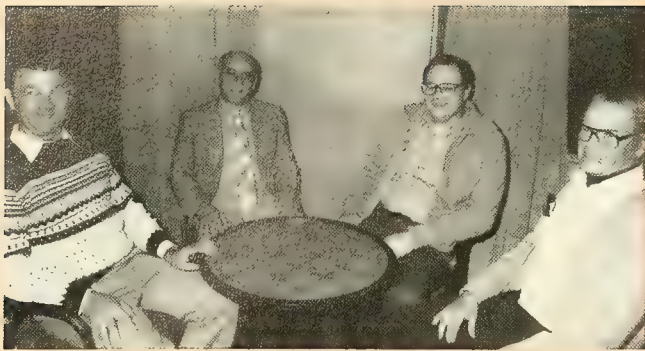


Hammer



West Bend, Wis.—above, Picture No. 4

Below, Left: Picture No. 3, Reginald Cottrell
Below, Right: Picture No. 5



Chicago, Ill.—Picture No. 1



Chicago, Ill.—Picture No. 2

CHICAGO, ILL.

On November 14, 1984, Local 1 held its annual pin party to honor those members with 25 or more years of service to the Brotherhood. Those honored included:

Picture No. 1 shows 25-year members, from left: Joe Leyden, V. Mechkarski, Rich Rusnak, and John Speidel.

Picture No. 2 shows 30-year members, front row, from left: Erv Tucek, Ed Tyda, John Ponczoch, Bill Rose, and Bill Norberg.

Back row, from left: Joe Duplessis, Eugene Husby, John Coughlin, Walter Eppler, and Frank Karpen.

Picture No. 3 shows 35-year members, from left: Jim Russell and Norm Ericksen.

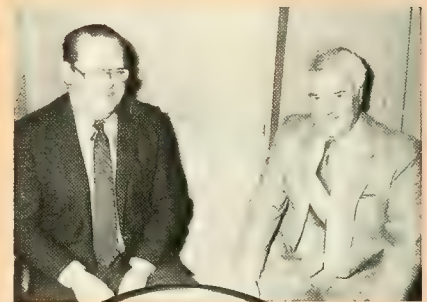
Picture No. 4 shows 45-year members, from left: Barrett Sleeman, Sr. and Jay Garnett, financial secy/treas.

Picture No. 5 shows 50-year member Paul Pettruci.

Picture No. 6 shows 60-year member Joe McAllinden.



Chicago, Ill.—Picture No. 3



Chicago, Ill.—Picture No. 4

108-Year-Old Lather and Fellow Retiree



The UBC member seated at left is William M. Little, who, according to official records, was born on November 4, 1876, making him the healthy age of 108. He's a member of Local 224-L of Houston, Tex. He is shown with Leon Raines, a member of Local 224-L since 1942 and recently retired at age 63.



Pettruci



McAllinden

LAKEWOOD, COLO.

Local 1396 recently awarded pins to members of the Brotherhood with longstanding service.

Pictured are, front row, from left: Llewellyn H. Halboth, 35 years; John Bolchunos, 35 years; Richard T. Lile, 35 years; and Allen J. Hansen, 35 years.

Back row, from left: James C. Fields, 25 years; Robert D. Plummer, 25 years; William M. Martin Jr., 25 years; Ben E. James, 25 years; Roger D. Noland, 30 years; and Myron J. Olson, 20 years.

Not available for the photo were 20-year members Albert H. Johnson, Ralph C. McClanahan Sr., and Melvin F. Wieden; 25-year members Teddy R. Crider, and Sotero F. Ruiz; 35-year members Stephen C. Cross and Victor W. Graeff; and 45-year member Thomas V. Wilking.

Lakewood, Colo.



VICTORIA, B.C.

Local 1598 recently held its annual awards ceremony. Service pins were awarded to members who had completed 25, 30, 35 and 40 years of service.

Pictured here are, front row, from left: Heinz Linke, 30 yrs.; Gus Zilkie, 35 yrs.; Business Agent Rick Ferrill, 35 yrs.; Larry Ell, 35 yrs.; Keith Dinsdale, 30 yrs.; and Ed Gschiel, 30 yrs. Back row, from left: Gordon Manning, 30 yrs.; Archie Campbell, 25 yrs.; Win Albrect, 25 yrs.; Guy Pickard, 35 yrs.; George McDonald, 25 yrs.; Jack Lindley, 35 yrs.; Al Wilson, 25 yrs.; Glen Eby, 35 yrs.; and James Donnelly, 30 yrs.

Also receiving pins but not pictured were:

40-year member Harry Aikins; **35-year members** Don Hoadley, Martin Smith, Archie Watt, Vince Brown and Bob Barker; **30-year members** Bert Marcussen, Joe Bull, Roy Wakefield, Armin Doering, and Kaare Froyland; and **25-year members** Les Crocker, Andrew Karcolak, and Rod Wilson.



Victoria, BC.

PROVO, UTAH

Pictures were taken at the annual pin presentation of Local 1498.

The members in the picture and the years service are: Angus Mortensen, 40 years; David T. Chidester, 35 years; E. Lynn Helbing, 35 years; Glen Johnson, 25 years; Harold S. Lassen, 35 years; Charles Clark, 30 years; and T. Clair Mortensen, 30 years.

Small picture is of W. Bruce Haws, who, seated on a love-seat he made, was presented his 50-year pin in the home of his grandson.



Provo, Utah—Picture No. 1

LONG BEACH, CALIF.

Picture No. 1 shows Paul Miller, secretary-treasurer of the Los Angeles District Council congratulating Local 710 member John George Moore on his 71 continuous years of service.

Picture No. 2 shows members with 25 to 45 years of service, from left: Charles Fuqua, Rudy Ramirez, C. B. Scott, Jr, Burky Burkhamer, Harvey Keacher, Eric Seel, Bernard Smith, Johnnie Rushing, Henry Johnson, Thomas Messett, John O'Malley, A. M. Henson, R. T. Mullenneix, Keith Stoddard, John Westerlund, A. F. Mosher, John Rammer, Harold Thrasher and E. O. White.



Long Beach, Calif.—Picture No. 1



Provo, Utah—Picture No. 2

Long Beach, Calif.—Picture No. 2



SANTA ANA, CALIF.

Carpenters Local 1815 recently honored its senior members for their dedication to the union movement by having a service pins award dinner.

Picture No. 1 shows 25-year members, front row, from left: Dick Koopman, Clarence W. Shepherd, John B. Smith, Cecil R. Shull, Dan Spilker, Marshall Jennings, Ted Rytel, Dick Moore, Eugene Sommerhalder, and Edmund E. Zozaya.

Back row, from left: Donal A. Sheets, Russ Crispin, Alfred Warzyca, Warren Potter, Aaron J. Maldonado, Earl B. Watt, Jim Hennington, Merton L. Lover, and Heinz Pikarkek.

Picture No. 2 shows 30-year members, front row, from left: Fernando Raya, Armando B. Valdez, Karl Noby, Grover L. Beasley, Ronald Ridgway, Alfred D. Goochey, Claude Z. Watt, George Stone, Armando Aguirre, Frank Sherman, Vernon G. Kelly, Lloyd Dixon, and Floyd Dixon.

Middle row, from left: A. R. Teter, Herman Martinez, Don A. Buzzo, Everett Vasquez, A. M. Badillo, William W. Palmer, Stephen

Artinger, Stanley Seleb, Walter Wallock, Alvin L. Keith, Ernest Lechner, Franklin Metcalf, Alfred Herbst, Case Vermeulen, I. D. Dansby, Chester Wood, and Mervyn O. Murray.

Back row, from left: Joseph L. Wright, Walter Tyson, John Fields, Billy D. Aldridge, Orley Pastorius, Raul Poblano, Alton A. Upmeyer, Joe Gomez, Andrew C. Vasquez, John C. Patterson, Dannie J. Dansby, Andrew Hohn, Louis B. Skaggs, John Ferrero, Thomas E. Kuykendall, Lew Williams, Kenneth J. Morrison, Robert Blohm, and Leo Kanter.

Picture No. 3 shows 30-year member Arthur McGurk, 40 year-members Paul C. Dunn, and Edgar Kump, and 35-year member Ewell S. Johnson.

Picture No. 4 shows 35-year members, front row, from left: Victor Laurendeau, Clarence Johnson, Frank E. Denison, Jr., David Melendez, Sr., Stanley Trevethan, Vernon V. Black, Paul H. Massicotte, Arthur W. Vollrath, Benjamin W. Hockersmith.

Middle row, from left: Stanley R. Jiles, Elza R. Ford, Danny G. Ancheta, Gardner P. Howe, John Anderson, Erik Soderstrom, Claude P. Sarratt, Manuel R. Cruz, Leon W. Pugh,

Garland Hink, Emery L. McNaughton, Jose R. Parra, Leroy C. Matthews, John T. Beatty, Jr., James D. Leggat, and Glan A. Kirk.

Back row, from left: Sivert Thompson, Joseph Jordan, Ian T. Patterson, Carl A. Hailgren, Floyd Raney, James R. Rahm, Miguel Huerta, Adolph Tabako, Gilbert Morales, Stephen S. Lara, Simon Waleri, Arthur R. Pilarski, William A. Couch, Samuel Janes, Henry Novak, William Biggerstaff, E. W. Johnson, J. W. Nelson, Robert Beck, Opal Carr, W. H. Anderson, and Violes O. Chapman.

Picture No. 5 shows front row, from left: 25-year members Harold L. Utsler, Walter Reed, Charles Coghill, Morris Andre, Harrison King, Wesley Gough, Carl O'Hagen, George Martin, and Ernest Blake.

Back row, from left: 40-year members Roland C. Jensen, Harry e. Seguire, Joseph Balla, Jr., Frank Wagoner, Ray R. Gartner, Nels V. Johnson, Doyle Flohra, William X. Vaughn, G. Hugh Squire.

Picture No. 6 shows 45-year members, from left: Fred Rosenbaum and Paul Anderson; standing, Charles E. Kaeser and Frank Denison, Sr.



Picture No. 1,
above left,
Picture No. 3,
above right.

Picture No. 2



Picture No. 4



Picture No. 5,
far left.
Picture No. 6,
left.

IN MEMORIAM

The following list of 782 deceased members and spouses represents a total of \$1,364,265.78 death claims paid in December, 1984; (s) following name in listing indicates spouse of members

Local Union, City

- 1 Chicago, IL—Charles Zieger, Doris M. Prill (s).
- 2 Cincinnati, OH—Mahlon R. Cahill, William Klos-terman.
- 4 Davenport, IA—Irene Singleton (s).
- 7 Minneapolis MN—Donald H. Westmark, Donald Lennox, Enoch J. Larson, Herbert Lennox, Theresa H. Weiler (s), Willard R. McNaughtan.
- 8 Philadelphia, PA—Glenn Flanagan, Harry H. Port-land.
- 10 Chicago, IL—Clifton G. Anderson, Elmer W. Con-rad.
- 11 Cleveland, OH—John Ferencz.
- 12 Syracuse, NY—George Ryan.
- 13 Chicago, IL—Henry Millenbein, Hjalmar Engstrom, Patrick J. Dowling, Robert M. Schiller, William Grenzebach.
- 14 San Antonio, TX—Henry V. Satcher, Jr., J. I. Belitz, William E. Mallory.
- 16 Springfield, IL—Anton Mehreider, Orville E. Kitchen, Rose Melton (s), Valmore K. Bennett.
- 17 Bronx, NY—Ansel Testamark, Antoinette Perazzo (s), Hilding Olsson, Pellegrino M. Giardullo, Sam Felsen.
- 19 Detroit, MI—Francis H. Diehl, Marion A. Rousee (s), Theophil Oleaszewski.
- 20 New York, NY—Arne Olsen.
- 22 San Francisco, CA—Adron B. Storment, Dewey Jones, James C. Fogelstrom.
- 24 Central, CT—Alice A. Newton (s), Arthur Holl-mann, Frederick Odell, Mathieu Lebel, Nicholas Renda, Oscar A. Routh.
- 25 Los Angeles, CA—Emily Dobrovics (s), Gladys Alma Wright (s).
- 26 East Detroit, MI—Armando Casali, Edwin Chrzan, John Chmurzynski, William Giffillan, Jr.
- 27 Toronto, Ont., CAN—Albert Sweetland, Elizabeth McDonald (s), Janis Baruss.
- 28 Missoula, MT—Alvin L. Thurman.
- 33 Boston, MA—Robert J. Russell.
- 34 Oakland, CA—Hiram B. Whitmore.
- 35 San Rafael, CA—Jane S. Grecian (s), Myron E. Whalin.
- 36 Oakland, CA—Arthur B. Coble, Axel Ingels, George R. Jones, Irene B. Duntion (s), William Kenneth Landreth, William Wirkkala.
- 42 San Francisco, CA—Ernesto Castillo, John P. Mer-tens, Joseph Baumann.
- 43 Hartford, CT—John E. Zak.
- 44 Champaign Urba, IL—Henry A. Lawson.
- 47 St. Louis, MO—Hettie Louise Uhl (s), Joe William French.
- 54 Chicago, IL—Garfield Grabowy, Michael Ulreich.
- 55 Denver, CO—Bobby Eugene Sutes, Herbert Hink-ley, Juanita M. Marcheso (s), Wilden H. Munn.
- 56 Boston, MA—Charles Broussard.
- 58 Chicago, IL—Conrad Berge, John Walding, Tom Williams.
- 60 Indianapolis, IN—Leland B. Jefferson, Russell Dougherty.
- 61 Kansas City, MO—Chester V. Leander, James R. Mitchell.
- 62 Chicago, IL—Alex W. Bart.
- 64 Louisville, KY—Francis Paul Kennedy, William F. Prewitt.
- 65 Perth Amboy, NJ—Petrina Beuder (s).
- 66 Olean, NY—Carl B. Martinson, Leroy McKendrick.
- 71 Fort Smith, AR—Bonnie Goodwin (s), Smith M. Gray.
- 73 St. Louis, MO—Mabel S. Sanguinett (s).
- 74 Chattanooga, TN—James L. Powers, James Leslie Green.
- 76 Hazelton, PA—Clair Kopp, Emma White (s).
- 80 Chicago, IL—Arthur L. Fennell, Gilman M. Lee, James C. Galvin.
- 83 Halifax, N.S., CAN—Roy Louis Comeau.
- 87 St. Paul, MN—Clarence Hoyle, Edward J. Vanzen-deren, Gustaf Ragnar Erickson, Robert F. Lescar-beau.
- 90 Evansville, IN—Thomas J. England.
- 93 Ottawa, Ont., CAN—Joseph Grant Murphy.
- 94 Providence, RI—Annie Belle Darling (s), Anthony J. Oliviera.
- 95 Detroit, MI—John Duft, Joseph Vertin, Shirley J. Foster (s).
- 100 Muskogee, MI—Austin Cramer.
- 101 Baltimore, MD—Alfred Squires, Gallie F. Pressley, Irene M. Demczak (s), James M. Defnbaum, James Pierce, Roy B. Sherbert, Ryland Davis, Woodrow W. Arnold.
- 102 Oakland, CA—Ivan Kromann, James W. Potestio, Sr., Roy Southern.
- 105 Cleveland, OH—Lillian J. Scott (s).
- 106 Des Moines, IA—Francis L. Daub, Glen W. Potts, Neil Poindexter.
- 108 Springfield, MA—Frank P. Warga.
- 109 Sheffield, AL—James A. Poss, Raymond W. Hills.
- 111 Lawrence, MA—Frank Robichaud.
- 112 Butte, MT—Michael V. Kelly.
- 113 Middletown, OH—Albert C. Cooper.
- 116 Bay City, MI—Isadore T. Michaud.
- 117 Albany, NY—John Demercurio.
- 120 Utica, NY—Elza E. Gallogly.
- 122 Philadelphia, PA—Matthew Stelmach, Victor Pur-zycki.
- 131 Seattle, WA—Beatrice Doreen Randklev (s), Eric

Local Union, City

- G. A. Anderson, George A. Anderson, William H. Thompson.
- 132 Washington, DC—Ruth H. Walton (s).
- 133 Terre Haute, IN—Orval Quilliam, Verlet Joan Conto (s).
- 141 Chicago, IL—Mary Olund (s).
- 142 Pittsburgh, PA—Merle Boyer, Walter Perdue.
- 144 Macon GA—Horace Franklin Coleman, Irvin A. Bloodworth.
- 146 Schenectady, NY—William J. Mereness.
- 149 Tarrytown, NY—Fred Morgan, Lucius Pendleton.
- 155 Plainfield, NJ—Joseph Frenchick.
- 159 Charleston, SC—John Varga.
- 161 Kenosha, WI—Fred C. Podella.
- 162 San Mateo, CA—Ross M. Hartman.
- 163 Peekskill, NY—Allan Vihho Hinkkanen.
- 166 Rock Island, IL—Charles Wellnitz, Willis D. Thomp-son.
- 168 Kansas City, KS—Melvin Nutt.
- 171 Youngstown, OH—Aloysious A. Schulz.
- 176 Newport, RI—George W. Hart.
- 180 Vallejo, CA—James F. Hoyle.
- 181 Chicago, IL—Earl Seaholm, Richard Martinson.
- 182 Cleveland, OH—Karoly A. Lehota, Mary H. Rote (s), William Lampinen.
- 183 Peoria, IL—Charles W. Moore, Henry L. Tuffent-samer.
- 184 Salt Lake City, UT—Arthur Taylor, Fred E. Brad-ford, Revere Forsberg, Walter B. Franz.
- 185 St. Louis, MO—Norman L. Picker.
- 188 Yonkers, NY—Peter Diresta.
- 189 Quincy, IL—Jesse G. Taylor.
- 194 East Bay, CA—Gioele Fagnani, Porter Fawcett.
- 198 Dallas, TX—Hance O. Sherrill.
- 199 Chicago, IL—Gunnar Lars Kyrk, Joseph Algot Lind-bergh.
- 203 Poughkeepsie, NY—Peter Szczypca.
- 210 Stamford, CT—Bartolo Siragusa, Elizabeth F. Peck (s), George Evans, James Horne, Robert Perchaluk, William J. Hemenway.
- 211 Pittsburgh, PA—Andrew S. Hack.
- 213 Houston, TX—Della Jane Turner (s), Larry E. Stew-art, Mary Anice Taylor (s), Norman B. Walworth.
- 218 Boston, MA—Alexander Davie, Jr.
- 222 Washington, IN—Robert A. Grove.
- 225 Atlanta, GA—Chester Jack Sanders, George Parker Deloach, Thomas H. Murray.
- 230 Pittsburgh, PA—Kenneth A. Thomas.
- 232 Fort Wayne, IN—Aubrey B. Cavitt, Henry C. Ro-denbeck, Leonard S. Webb.
- 235 Riverside, CA—Anton J. Flammang, Billie J. Rogers, Sr., Earl Leslie Comstock.
- 242 Chicago, IL—Ernst Kempf, Joseph A. Karns.
- 244 Grand Junction, CO—Merrill V. Austin.
- 246 New York, NY—Armando Desantis.
- 247 Portland, OR—Edward J. Stark, George R. Bryant, John Newman, John W. Bell.
- 250 Lake Forest, IL—Lillian Tannert (s), Lloyd Lohman, Robert W. Markwart.
- 252 Oshkosh, WI—Ted J. Ohm.
- 254 Cleveland, OH—Anna I. Nemeth (s), Harold J. Judice.
- 255 Bloomingburg, NY—Lucille E. Conklin (s), Noretta Zagorski (s), Ray Lawrence.
- 261 Scranton, PA—Ignatz Preitz.
- 264 Milwaukee, WI—Ralph Noggle, Sr.
- 272 Chicago Heights, IL—Amanda Boecker (s).
- 275 Newton, MA—Herman J. Gaudette, Leonard R. Tocci.
- 281 Binghamton, NY—Ulysses Rifenburg.
- 286 Great Falls, MT—Walter Matthews.
- 287 Harrisburg, PA—Harold Larsen, Harry B. Shuller, Raymond F. Wise, Roy E. Frantz.
- 292 Linton, IN—Earlene Pruett (s).
- 296 Brooklyn, NY—Anton Brandvik.
- 302 Huntington, WV—Gallie Staley.
- 304 Denison, TX—Arnold H. Gohlke.
- 308 Cedar Rapids, IA—Joseph Navratil.
- 311 Joplin, MO—Keith H. Curtis, Lewis Howard Lump-kings.
- 314 Madison, WI—Max Kelch.
- 316 San Jose, CA—Charles K. Thomson, Emma F. Ehry (s), George V. Dickey, Lawrence Heidrick, Lucy Petty (s), Otto B. Manning.
- 317 Aberdeen, WA—Edwin E. Erickson, Melville F. Thompson, William Raymond Anable.
- 335 Grand Rapids, MI—Nellie Margurita Kolehouse (s).
- 337 Detroit, MI—John Ritter, Joseph McEntee, Miriam A. Preiss (s), Peter Lockey.
- 342 Pawtucket, RI—Antone Bragaul.
- 344 Waukesha, WI—Clarence W. Raddenbach.
- 345 Memphis, TN—Andrew J. Gordon, Paul D. Turpin, Raymond Forsythe, William B. Head, Wilson F. Vandergrift.
- 348 New York, NY—Henry Wolters.
- 350 New Rochelle, NY—Joseph Derosa.
- 355 Buffalo, NY—William Schenk.
- 363 Elgin, IL—Lawrence Bolger.
- 365 Marion, IN—Lee Roy Baskett.
- 374 Buffalo, NY—Norton B. Kellam.

Local Union, City

- 388 Richmond, VA—Albert V. Covington, Sr., Jeffrey O. Ernst, John W. Morgan, Jr.
- 393 Camden, NJ—Anna M. Heaton (s).
- 404 Lake County, OH—David L. Shumaker, Willis Ed-ward Bailey.
- 405 Miami, FL—Catalina Mesa (s).
- 410 Ft. Madison & Vic., IA—Max K. Woodruff.
- 413 South Bend, IN—Agnes Taylor (s), Emmett W. Elrod, Robert J. Hills.
- 424 Hingham, MA—Joseph L. Comis.
- 432 Belleville, IL—Marvin G. Huebner.
- 434 Chicago, IL—Flora E. Christian (s).
- 437 Portsmouth, OH—Forest L. Thompson.
- 440 Buffalo, NY—Clarence Calkins.
- 454 Philadelphia, PA—John McGrath, Justin Boston, William C. Hummel.
- 455 Somerville, NJ—James W. Jerolaman.
- 470 Tacoma, WA—Steve C. Hess.
- 483 San Francisco, CA—Andrew M. Christensen, Frank Tharp.
- 492 Reading, PA—Lynn Curtis Bowers, Richard G. Hartranft.
- 493 Mt. Vernon, NY—George Carlson.
- 500 Butler, PA—Ina E. Roxbury.
- 510 Berthoud, CO—Lar Lee Dyer (s), Venus Janet Pax-ton (s).
- 512 Ann Arbor, MI—Robert E. Harrison.
- 515 Colorado Springs, CO—Carma Mary Kirkbride (s), Earl Martchenko, Emory A. Housum.
- 526 Galveston, TX—Charles Hansen.
- 531 New York, NY—John Catalfamo, Siegfried Stalzer, Vermund Gjersvik.
- 532 Elmira, NY—Frank Vosburgh, Miles H. Mc-Whorter.
- 556 Meadville, PA—Norman F. Demmer.
- 557 Bozeman, MT—Charles M. Silverthorn.
- 562 Everett, WA—Kathryn J. Johnson (s), Myrtle E. Nilsen (s).
- 563 Glendale, CA—Alton G. Evison, Anthony Flick.
- 565 Elkhart, IN—Clifford Steve Tinkey.
- 586 Sacramento, CA—Anthony G. Rivers, Arthur V. Price, Clarence B. Higgins, James M. Jones.
- 600 Lehigh Valley, PA—Florence Sarson (s), Thomas Anschau.
- 604 Morgantown, WV—Benjamin I. Cole.
- 606 Va. Eyelet, MN—Leonard W. Snell.
- 608 New York, NY—Daniel Daly, Gabriel Castellaneliti.
- 609 Idaho Falls, ID—Ralph Brown.
- 610 Port Arthur, TX—Noreh Labauve.
- 611 Portland, OR—Clarence Wilson.
- 613 Hampton Roads, VA—Thomas M. Stephenson.
- 620 Madison, NJ—Carmin Bruno, Clifford Hochge-sang, Oliva Casavant, Patrick Barron.
- 621 Bangor, ME—Ramyne Archer.
- 622 Waco, TX—Frank Massier.
- 623 Atlantic County, NJ—Jerry Elliff, Wilmer Elwood Bunning.
- 625 Manchester, NH—Nelson Parkhurst.
- 626 Wilmington, DE—Edward Armstrong, Edward J. Reusing, Elwood Wilhelm, Jean Reynolds, Jethro McCauley, Michael Nicholas Shmel, Richard Wirt.
- 634 Salem, IL—Carroll H. Garner.
- 635 Boise, ID—Earl Borland, Edith M. Allred (s).
- 636 Mt. Vernon, IL—Maurice H. Sims.
- 638 Marion, IL—Louie A. Hale, Mabel M. Housenight (s).
- 639 Akron, OH—George H. Luli, Sr., James G. Chilton, William D. Crislip.
- 642 Richmond, VA—Alvin Vawinkle, Carl Peterson.
- 665 Amarillo, TX—Leslie H. Jones.
- 668 Palo Alto, CA—William J. Bennett.
- 674 Mt. Clemens, MI—August A. Vervaecke, Gertrude L. Sonnenberg (s).
- 698 Covington, KY—Mary Ann Ashcraft, Orville M. Hampton.
- 701 Fresno, CA—George R. Chatham, Robert Chester Cordes, Violet Collinsworth (s).
- 703 Lockland, OH—Carrie K. Maye (s).
- 704 Jackson, MI—Frederick W. Parkhurst.
- 705 Lorain, OH—Dearl E. Young.
- 710 Long Beach, CA—Patricia K. Green (s), Robert C. Atticks.
- 715 Elizabeth, NJ—Carl Skata.
- 720 Baton Rouge, LA—Ronald Roy Duffy.
- 721 Los Angeles, CA—Franz Straky, John B. Kugel, Jose M. Lipizzo, Rose S. Vasquez (s).
- 727 Hialeah, FL—Johnnie P. Coleman.
- 735 Mansfield, OH—Raymond Patterson.
- 739 Cincinnati, OH—Howard Martin, Oscar Schwallie.
- 743 Bakersfield, CA—Leo W. McQuary, Marvin Harvey Smotherman, Raymond A. Garvin.
- 745 Honolulu, HI—Chiyono Smith (s), Daniel T. Sonoda, Henry Atsuo Okumura, Janice F. Nagai (s), Katsumi Yoshihara.
- 751 Santa Rosa, CA—Vickie P. Harris (s).
- 756 Bellingham, WA—Louise M. Anderson (s).
- 764 Shreveport, LA—Barney Owen Weiden.
- 769 Pasadena, CA—George M. Runnings, James J. Seibler, Max Seiler.
- 770 Yakima, WA—Derwin Lisk.
- 782 Fond Du Lac, WI—S. Vesic, George.
- 783 Sioux Falls, SD—Albert L. Lusk.
- 786 Dixon, IL—William I. Liska.
- 792 Rockford, IL—Benjamin F. Pugh, Jr.

815 Beverly, MA—Richard J. Fischer.
 820 Wisconsin Rapids, WI—Leonard Ashenberg.
 824 Muskegon, MI—Henry Westerhouse.
 829 Santa Cruz, CA—Howard R. Hughes.
 839 Des Plaines, IL—Robert C. Malenius.
 845 Clifton Heights, PA—John S. Paddock.
 857 Tucson, AZ—Harold Heider, Linda Arlene Trudeau (s).
 871 Battle Creek, MI—Lewis W. Smith.
 891 Hot Springs, AR—Lester Milton Tanner.
 899 Parkersburg, WV—William Richard Strothers.
 902 Brooklyn, NY—Giacoma Messina, Henry Thorne, Nellie Regina Klippberg (s).
 906 Glendale, AZ—Audrey E. Metzke (s), Howard E. Johnson.
 911 Kalispell, MT—Merle F. Powell.
 916 Aurora, IL—Lenual LaRose.
 925 Salinas, CA—Joseph Kassing.
 929 Los Angeles, CA—Carl P. Copelin.
 943 Tulsa, OK—Duane W. Gilbert, Evelyn F. Crawford (s), Garland King.
 944 San Bernardino, CA—Caroline E. Lyon (s), George Bovee, John J. Duke, Paul Mayer.
 945 Jefferson City, MO—Bernard P. Schulte, Risdon Sturgeon.
 947 Ridgway, PA—Albert E. Brigger.
 953 Lake Charles, LA—Alex J. Addison, Leland Stanley.
 954 Mt. Vernon, WA—Flossie N. Conrad (s).
 955 Appleton, WI—Donald O. Baldwin.
 957 Stillwater, MN—Ralph Wallen.
 958 Marquette, MI—Ruth Carter (s).
 964 Rockland County, NY—Nelson A. Puff.
 971 Reno, NV—James C. Roberts, Nathaniel Oxborrow.
 974 Baltimore, MD—Herman Ganzer.
 977 Wichita Falls, TX—Ernest W. Hill, John E. Neighbors.
 982 Detroit, MI—Jacob Jacobson, Ovin Fulton, William B. McKeel.
 993 Miami, FL—Arthur J. Marsland, Pedro M. Perera, William R. Riggins.
 998 Royal Oak, MI—Fred J. Brozowski.
 1005 Merrillville, IN—Fred F. Kania, Ruth C. Hamilton (s).
 1006 New Brunswick, NJ—August H. Menzel, Walter Koziack, Sr., Walter Pekarsky.
 1016 Muncie, IN—Floyd A. Luellen, Johnny E. Jones.
 1027 Chicago, IL—August Rothenhauser, Carl Gunnar Swanson, Erik Blomgren, Gerhard Johannes, John Pischak, Mary Ann Tobuch (s).
 1042 Plattsburgh, NY—Kurt Y. Ronnberg.
 1043 Gary, IN—George Malcolm.
 1044 Charleroi, PA—Michael Grimplin.
 1046 Palm Springs, CA—Donald L. Lantis.
 1050 Philadelphia, PA—Lenwood Waller, Roger Emdin.
 1052 Hollywood, CA—Carl Kupersmith, Karl Plattor Langenberg.
 1062 Santa Barbara, CA—Earl C. Hiser.
 1065 Salem, OR—Mortimer F. Brown.
 1067 Port Huron, MI—Frederick Roehring, George A. Locke, Troy Patton.
 1074 Eau Claire, WI—Herma Dora Strom (s), Lawrence Zirngible.
 1080 Owensboro, KY—Noble E. Chambers.
 1089 Phoenix, AZ—Howard Miskimen, Ira Noble.
 1094 Albany Corvallis, OR—Barbara Iris Steenkolk (s).
 1097 Longview, TX—James G. Berryman.
 1098 Baton Rouge, LA—Edward Coleman, Thelma O'Neal (s).
 1102 Detroit, MI—John Steward, Milton J. Lampros, Mose Moore, William F. Barrett.
 1142 Lawrenceburg, IN—Roscoe Lee Miller.
 1149 San Francisco, CA—Ole J. Graning, Waldow H. Myers.
 1160 Pittsburgh, PA—Gretchen Margaret Kulwicki (s), John J. Reis, William G. Wunderley.
 1164 New York, NY—John Ruhs, Joseph Spina, Reidar Johnson.
 1165 Wilmington, NC—William Murphy Aswell.
 1173 Trinidad, CO—Charles Cupelli.
 1185 Chicago, IL—Bernard W. Hebel.
 1192 Birmingham, AL—Albert A. Pate, Alfred J. McCaffrey.
 1207 Charleston, WV—Harold Ginther.
 1216 Mesa, AR—Willie C. Hipsley.
 1235 Modesto, CA—Archie W. Crane, Joe W. Steele, Joy Delavaux (s), Ralph H. Skillings, Samuel Soderstrom.
 1240 Oroville, CA—Albert J. Fournier.
 1242 Akron, OH—Gerald Spindler.
 1266 Austin, TX—Francis E. Swensen, Harold C. Wulff.
 1274 Decatur, AL—William Gordon Cooper.
 1275 Clearwater, FL—Francis Bideau, Frank Randolph, Louise Liles (s).
 1278 Gainesville, FL—William M. Norwood.
 1281 Anchorage, AK—Harvey Tumbleson, Sr., Lois May Sperling (s).
 1289 Seattle, WA—Fred L. Whidden, Ruth C. Graham (s).
 1302 New London, CT—Robert Hallstrom.
 1305 Fall River, MA—Arthur Buckley, Edward W. Wallace.
 1307 Evanston, IL—George Nilson.
 1311 Dayton, OH—Fred E. Rathmann.
 1314 Oconomowoc, WI—Wolfram Ittner.
 1319 Albuquerque, NM—James R. Jeffery, Jasper Silver-smith.
 1323 Monterey, CA—Irene H. Spencer (s).
 1325 Edmonton, Alta, CAN—Lawrence Robichaud, Sof-fanias Lindal.
 1332 Grand Coulee, WA—Bruce S. Christie.
 1345 Buffalo, NY—Stanley Strzalka.
 1353 Santa Fe, NM—Dave D. Gurule.
 1361 Chester, IL—Edward Henry Koeneman.
 1370 Kelowna, B.C., CAN—Walter Suschynski.

1378 Scranton, PA—David M. Curcua.
 1382 Rochester, MN—Rodger A. Olson.
 1393 Toledo, OH—Olon S. Scott.
 1397 North Hempstad, NY—Frank Knauer, Lorenz Endres.
 1400 Santa Monica, CA—John Ege, Newton J. Ricard.
 1407 San Pedro, CA—Theodore Coffelt.
 1418 Lodi, CA—Clifton J. Dunning, Edward Gentry, Garland W. Saunders, H. E. Collins.
 1419 Johnston, PA—Rosario Lewis Stable.
 1423 Corpus Christie, TX—Armour Verchal Mellard, George L. Eleuterius.
 1437 Compton, CA—Ebner Carroll, Josefin Santos (s).
 1449 Lansing, MI—Ralph Disbrow.
 1452 Detroit, MI—Charles Alföldy, Dario J. Corsi, Larry G. Tyler, William E. White.
 1453 Huntington Beach, CA—Alexander E. Miller, Eleanor Louise Atwell (s).
 1456 New York, NY—Alexius S. Madsen, Edward Pedersen, Theresa Anderson (s).
 1460 Edmonton, Alta, CAN—Charles Fizzell.
 1462 Bucks County, PA—Dwight L. Campbell.
 1478 Redondo, CA—Chester S. Parucha, Philip J. Hoffman.
 1485 La Porte, IN—Henry C. Neese.
 1486 Auburn, CA—Elizabeth Ann Dolan (s).
 1489 Burlington, NJ—Enos B. Anderson.
 1490 San Diego, CA—George Toth, Herbert E. Jones.
 1497 E. Los Angeles, CA—Aaron P. Carl, Margarita M. Flores (s).
 1506 Los Angeles, CA—Clarence W. Sekema.
 1507 El Monte, CA—Marguerite E. Jensen (s), Sofia Solonio Torres (s).
 1509 Miami, FL—Abram Tinsley, Marvin Edwards.
 1529 Kansas City, KS—Lloyd J. Sults.
 1553 Culver City, CA—John Raymond Bell, Richard Elias Jones.
 1554 Miami, FL—Frank Jandik.
 1559 Muscatine, IA—Gilbert Lee Washburn.
 1571 East San Diego, CA—Emma Gertrude Helmly (s), Leroy Sullins.
 1573 West Allis, WI—Alice S. Mather (s), Anthony F. Saganski, Roger W. Prosser.
 1577 Buffalo, NY—George E. Slowleigh, Harold L. Feger, Jr.
 1583 Englewood, CO—Joyce Valdez (s).
 1588 Sydney, N.S., CAN—Joseph Lukeman.
 1590 Washington, DC—Eunice A. Andrews (s), Henry Forster, Jimmie L. Bennett, John H. Kamp, Leo Austin Dillon, Roy Sherlock, Ruth L. Rothery (s).
 1592 Sarnia, Ont., CAN—Ronald McCabe.
 1596 St. Louis, MO—Helen Marie Steinhoff (s), Otto Unger.
 1607 Los Angeles, CA—Ronald V. Sharp.
 1612 E. Millinocket, ME—Frank F. Willette.
 1615 Grand Rapids, MI—Edmund M. Funk.
 1622 Hayward, CA—Casper A. Block, Richard J. Felton.
 1635 Kansas City, MO—Raymond F. Higgins.
 1644 Minneapolis, MN—Joseph Classen.
 1650 Lexington, KY—Lelia Jane Cunliffe (s), Pearl Ball.
 1664 Bloomington, IN—Berthal Sparks.
 1669 Ft. William, Ont., CAN—Uuno Tamminen.
 1685 Melbourne-Daytona Beach, FL—Benjamin C. Patterson, Ira D. Miller, Jr., Mary Louise Sloan (s).
 1686 Stillwater, OK—Clarence C. Maxwell.
 1689 Tacoma, WA—James S. Kenney.
 1708 Auburn, WA—Lloyd E. Warner.
 1741 Milwaukee, WI—Herbert Dick.
 1750 Cleveland, OH—David Arons, Joseph Parlbeg, Tony Dottore, William Dailey.
 1752 Pomona, CA—Dean Leslie Earl.
 1755 Parkersburg, WV—Ernest J. Hayes, Homer I. Scarlett.
 1764 Marion, VA—Howard Umbarger.
 1765 Orlando, FL—Alan Clarence Behr, Lloyd E. Skalm, Thelma M. Wilson (s).
 1770 Cape Girardeau, MO—George M. McNeely.
 1775 Columbus, IN—Lester R. Roth, Lowell Yelton, Oscar Ewing.
 1780 Las Vegas, NV—Acie Hearne, Roy F. Andrews.
 1789 Bijou, CA—Betty Jane Gossell (s).
 1797 Renton, WA—Dor Hurskainen, Leo D. Webster, Robert Michael Swettenam.
 1805 Saskatoon, Sask., CAN—Alex Ringberg.
 1808 Wood River, IL—John C. Knop.
 1815 Santa Ana, CA—Cecelia C. Plume (s).
 1822 Fort Worth, TX—Herman Bowby.
 1837 Babylon, NY—Gerard C. Michels.
 1846 New Orleans, LA—Clifford E. McCarty, Karl M. Langenstein, Mary G. Michel (s).
 1849 Pasco, WA—James Sage Riggs.
 1861 Milpitas, CA—Alexander Ignatieff.
 1897 Lafayette, LA—Paul J. Calais.
 1911 Beckley, WV—Wendell B. Arthur.
 1913 Van Nuys, CA—Joseph Riviezco, Remel Bibb.
 1921 Hempstead, NY—Fred Calabrese, Martin M. Rizzo.
 1925 Columbia, MO—Marvin Lee Shendan, Sr.
 1947 Hollywood, FL—James W. Fix, Lila J. Smith (s).
 1948 Ames, IO—Charles Eastlund.
 1961 Roseburg, OR—Frank M. Bassett.
 1987 St. Charles, MO—Carl Richard Lemon.
 1006 Los Gatos, CA—Alfred F. Cadwallader, Obie Kuykendall.
 2018 Ocean County, NJ—James Martin.
 2020 San Diego, CA—James B. Bradaway.
 2027 Rapid City, SD—William Koos.
 2046 Martinez, CA—David R. Pinkstaff, Donald L. Buck, Harry Frederick, John William Ray Tooker, Louise Olga Larsen (s), Sarah L. Trzepkowski, Troy W. Chilton, Wilbert A. Ballard.
 2047 Hartford City, IN—Clarence C. Monroe.
 2049 Gilbertsville, KY—James P. Case.
 2067 Medford, OR—Rose Ann Lumsden (s).
 2078 Vista, CA—Joseph Walter, William R. Tattersfield.
 2101 Moorefield, WV—Wilton L. Ruckman.

2107 Latrobe, PA—Donald A. Bravis.
 2119 St. Louis, MO—Edward F. Parks, Herman Henke.
 2127 Centuria, WA—Joel F. Browning.
 2155 New York, NY—Esther Rosenblum (s), Irving Rosenblum.
 2158 Rock Island, IL—Alfred Lippelgoes, H. Edgar McNeill.
 2172 Santa Ana, CA—Raul Chavez.
 2177 Martinsville, IN—Violet L. Arnold.
 2182 Montreal, Que., CAN—Philippe Leblanc.
 2203 Anaheim, CA—Carroll R. Rimmer, Harvey K. Kruse.
 2209 Louisville, KY—Clifton L. Simmons, Jackie R. Livers, Norma E. Phipps (s).
 2217 Lakeland, FL—Margaret C. MacDonald (s).
 2232 Houston, TX—Robert Alonzo Marsh, William Brasher.
 2247 Juneau, AK—Eric Larson.
 2250 Red Bank, NJ—George Lee, John Mohr, Marcus Vanschoick.
 2258 Houma, LA—Nicholas Demulder, William Boudreaux.
 2265 Detroit, MI—Frank Ostrompe.
 2274 Pittsburgh, PA—Margaret Sutorka (s).
 2287 New York, NY—Henrietta Glinski (s).
 2288 Los Angeles, CA—Floyd Richard Shea.
 2300 Castelar, B.C., CAN—Nick A. Plotnikoff.
 2308 Fullerton, CA—Clifford F. Lishy.
 2337 Milwaukee, WI—Kenneth O'Brien.
 2352 Corinth, MS—Tommy J. Hill, Waymon E. Dellinger.
 2358 Atlanta, GA—Terry D. Christopher.
 2361 Orange, CA—Jeffrey Troy Davis.
 2375 Los Angeles, CA—Walter H. Denton, Wesley F. Spracklen.
 2380 Fernald, OH—Kenneth F. Englert.
 2396 Seattle, WA—Gust Setterlund, Kirk T. Hennig.
 2398 El Cajon, CA—Robert E. Spence.
 2405 Kalispell, MT—Dewaine J. Burns, Herman Engstrom.
 2411 Jacksonville, FL—Martha B. Honeycutt (s).
 2416 Portland, OR—Jens Wold.
 2420 Newark, OH—Raymond A. Ridenour.
 2430 Charleston, WV—Forrest Lee Birthisel.
 2435 Inglewood, CA—Eva Juanita Jack (s), Thomas G. White.
 2436 New Orleans, LA—Loren J. Alford.
 2453 Oakridge, OR—Bernard J. Simon.
 2463 Ventura, CA—Kenneth T. Landberg, Sr.
 2467 Florence, CO—Ludie Theodore Richard.
 2470 Tullahoma, TN—Sally Evelyn Wright (s).
 2505 Klamath, CA—David Lloyd Craig, Ronald D. Hamilton.
 2522 St. Helens, OR—Harry Turner.
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 2627 Cottage Grove, OR—Marion A. Bridwell.
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 2949 Rosenberg, OR—Lester A. Wington, Otis K. Severson.
 3074 Chester, CA—Clarence Bailey.
 7000 Province of Quebec, LCL, 134-2—Berthe Verreault (s), Jeanne Thibault (s).

Alice to Receive Artificial Eyes

Alice Perkins, the little eight-year-old girl born without a face, who is now the daughter of UBC Member Ray Perkins and his wife, Thelma, continues to make progress in adjusting to an uncertain world.

Surgeons at the hospital in Knoxville, Tenn., are currently creating eye sockets for the child, and they will eventually implant artificial eyes. She attends the Tennessee School for the Blind and is making progress in her education.

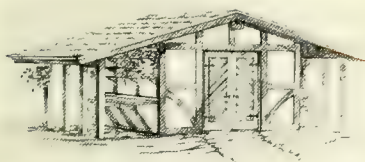
Contributions to the UBC's Helping Hands Fund, which offers financial assistance to Alice, are still being received at the UBC General Office in Washington, D.C.

Alice will soon receive a special afghan with her name raised in Braille upon it, which was created for her by Susan Louise DeRoos, wife of Marvin DeRoos of Millwrights Local 1693, Chicago, Ill.

WHAT'S NEW?



BACKYARD STRUCTURES



If you want to build a storage shed, a garbage-can enclosure, an animal shelter, backyard studio, and other such structures, you may like to see a copy of a new book from Sun Designs of Delafield, Wis. Sun Designs publishes design books and working plans for a wide variety of unusual or hard-to-find items made of wood. (We told you last year of a Sun Designs book about gazebos.)

Backyard Structures is a 96-page, full-color volume containing designs for 21 storage sheds, five cabanas, 13 garbage can enclosures, three studios, three small barns, 12 animal shelters, five "ideas for young and old entrepreneurs," plus other items. The back of the book has general construction plans and floor plans. There's a price list and instructions on the final page of the book, if you want to order detailed plans and specifications.

Backyard Structures sells for \$8.95, including first class or United Parcel Service postage, and it can be ordered from Sun Designs, P.O. Box 206, Delafield, Wis. 53018. It is also sold in major bookstores.



Always look for the UBC's union label when you shop for building supplies.

INDEX OF ADVERTISERS

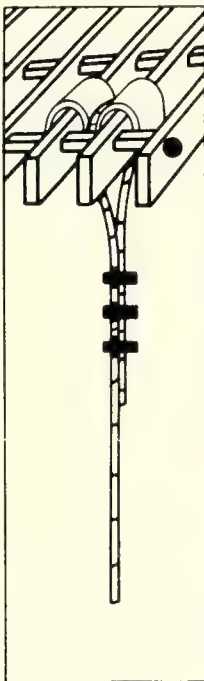
Clifton Enterprises.....	22
Cline-Sigmon Publishers...	39
Estwing Mfg. Co.....	39
Full Length Roofer	21
Irwin Co.....	21
Stanley Tools ... Back Cover	
Vaughan & Bushnell	30

GRATING CABLE HANGERS

For more than a decade construction and safety engineers have been seeking a solution to the problem of trip hazards which occur with the hanging of a swinging scaffold beneath grating.

Until the recent patenting of the V & J Grating Cable Hanger, the use of pipes wired to the grating has been the common but unsatisfactory solution. Wiring down the pipes and keeping them as flat as possible has cost time and money and still created a safety problem.

Ray Vaught, a member of Carpenters Local 1319, Farmington, N.M., has worked with needle beam scaffold for years, and he decided to develop an alternative to wired-down pipes, something which could be used not only in the construction of needle-beam scaffolding, but for temporary piping, sky climbers, and spider work. Working with a fellow named Garth Reece, he developed the Grating Cable Hanger shown in the illustration, which protrudes only 1/8 inch above a grating, and its safety features include a guaranteed 1,000 pounds maximum bearing load, extra long wings which spread out and catch on grating bars to prevent slippage under an overload condition, and a design which enables cable to ride on a



smooth, curved surface to reduce cable wear. The hangers are made of cold-bend, C-36 carbon steel and they install in less than a minute.

For more information write: V & J Enterprises, Inc., 701 South Carlton, Farmington, New Mexico 87401. Telephone: (505) 326-7812.

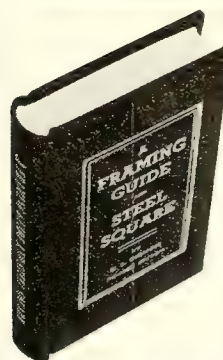


Above, a closeup of hanger wings and cable slide.

WOODWORKING TOOLS CATALOG

The Garrett Wade Woodworking Tools Catalog for 1985 is out. It's 200 pages of full-color photographs of quality tools, accessories, and workbenches. The book also offers advice and tips on woodworking. Price is \$3.00 from Sterling Publishing Co., Inc., 2 Park Avenue, New York, N.Y. 10016. The order number is 0-8069-7884-8.

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Who Is Protecting Our Pension, Health, and Welfare Benefits?

The Reagan Administration plans to trim the federal deficit by raising employees' taxes and raiding our pension and welfare funds!

Last year the American public heard President Reagan promise repeatedly not to raise our federal taxes.

But now that Election Day has come and gone it's "business as usual" at the White House. And the Administration's first order of business, it turns out, is planning how to make workers and their families bear the chief burden of reducing the escalating federal deficit. If you thought "no tax increases" meant "no tax increases," think again. The Treasury Department has outlined proposals to raise over \$80 billion in revenues by imposing new taxes on employees and employee benefit funds.

One immediate result of these proposals would be a substantial increase in the income taxes paid by working men and women. The long range impact, however, will be even more serious. These proposals threaten the very existence of the private pension, health, and welfare funds on which we depend for our future security and the protection of our families.

•

The Administration's plans are disguised with appealing labels such as "tax reform," "fairness," and "tax simplification."

But even a quick survey of the substance behind the labels shows us what's in store for us, unless we act *now* to fight back.

For example, Treasury proposes to repeal the long-established tax exemption (in effect for

more than 60 years) covering the earnings of employee welfare benefit funds derived from employer contributions. These welfare funds provide a range of essential benefits—health care, life insurance, unemployment and disability benefits, educational assistance, vacation, group legal services, and others—to workers and their families. We have struggled hard to negotiate and maintain these benefits, and the favorable tax treatment has been of critical importance to our success. The workers and families covered by these funds would not otherwise be able to afford these benefits on their own.

The Administration's proposals would also place a "cap" on the value of health care coverage that employees can receive tax-free. Employees would have to pay income tax and Social Security tax on the amount of employer-paid premiums in excess of \$70 per month for an individual or \$175 per month for a family. It is estimated that the additional tax burden on an employee from this proposal alone would average \$155 annually. As the cost to employers of providing these benefits increases, and as healthy workers begin dropping out to avoid additional tax burdens, benefit plans will be severely jeopardized and coverage will have to be reduced. And the overall health of workers and their families will suffer as access to non-emergency care is lost.

Along the same lines, Treasury proposes to eliminate the provisions that now exclude from your taxable income such benefits as employer-provided educational assistance up to \$5,000, death benefits up to \$5,000, dependent care services, personal legal services, and group term life insurance. And Treasury plans to count unemployment and disability compensation as part of employees' income.

Pension benefits are also targeted under the Treasury proposals. Most distributions from retirement plans before the participant's death, disability, or attainment of age 59½ would be subject to an additional tax of 20%. Virtually all of our negotiated multi-employer pension plans provide early retirement benefits. The singling out of this benefit for extra taxation is particularly cruel to workers in physically demanding trades such as construction or maritime, where continued employment beyond age 55 can be seriously det-

rimental to workers' health. And in many depressed industries where early retirement can help mitigate the impact of plant closings and mass layoffs on our members, this extra tax would only further penalize those workers who already bear the greatest economic hardship.

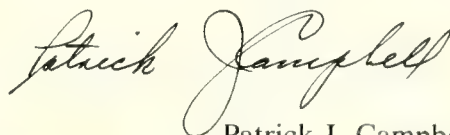
In summary, the architects of this bogus "tax reform" strategy are counting on using the financial resources of American workers as a quick fix for the major economic problems faced by this Administration. They believe that workers lack the means to make their voices heard in Washington. They expect that the Senators, Representatives and Cabinet Officers who are quick to protect many powerful interests against deficit-reduction burdens, will remain uninformed about the adverse impact on wage earners. And it is indeed true that the squeakiest big wheels are getting the grease right now: just look at how the Administration reacted as soon as some noise was made about increased corporate taxes, for example.

We must make the workers' position just as clear, and voice our concerns as powerfully as possible in every available forum. **We need support and immediate positive action from every member to do this.**

•

The United Brotherhood has launched a major effort to bring our message to Congress. We will be prepared to meet with all relevant legislators, present testimony, and monitor developments. Those members who attended the AFL-CIO Industrial Union Department's legislative conference at the end of February will have reached out directly to their Senators and Representatives on these issues. The upcoming Building Trades legislative conference in April will give our members an additional chance for personal contact on Capitol Hill. **And I am asking each and every member to send his or her legislators a short, to-the-point letter or postcard such as the sample communication you'll find printed on p. 13 of this issue.** Tell them you are strongly opposed to any plans to make workers carry the load through taxes on employee benefits. Our allies on Capitol Hill agree that an overwhelming flood of mail from our members can make a big difference if we act now.

But our effort as a union will not suffice by itself. Above all, we need to rally the support of trustees of pension and welfare funds that are directly threatened by the tax schemes I've described. **The National Coordinating Committee for Multiemployer Plans is the key organization fighting to protect our benefit funds.** The United Brotherhood, along with other concerned Unions, has been working with the NCCMP for the past decade, and we have pledged an all-out effort in this current struggle. **I urge all our benefit plans to subscribe now to the NCCMP and join in its public awareness campaign.** (See p. 13 for information on how to join). Fund trustees have traditionally considered informational groups and meetings an important part of sound administration. It's time to put administrative resources where they will be most effective in protecting the interests of benefit plans and their participants.



Patrick J. Campbell
General President



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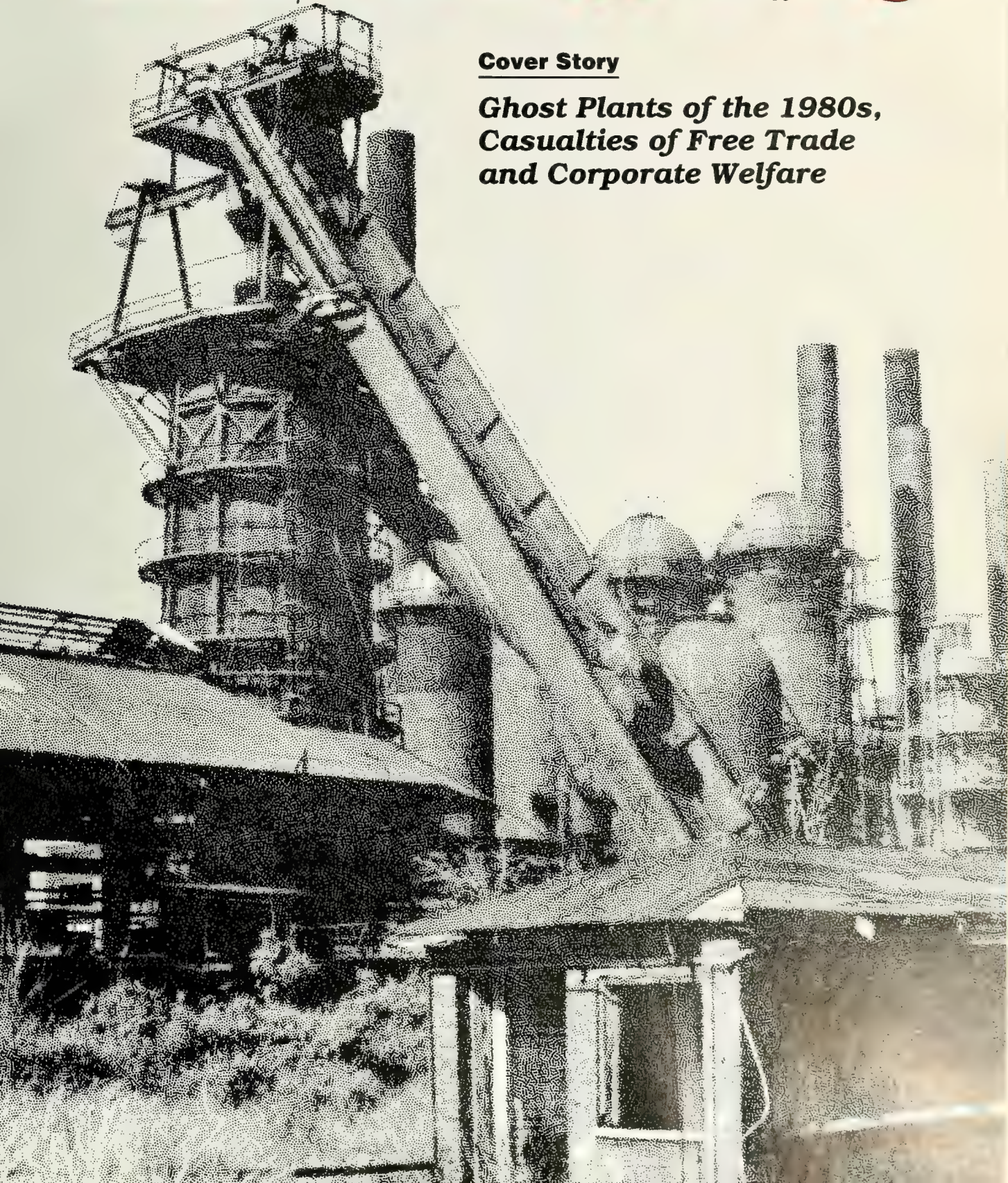
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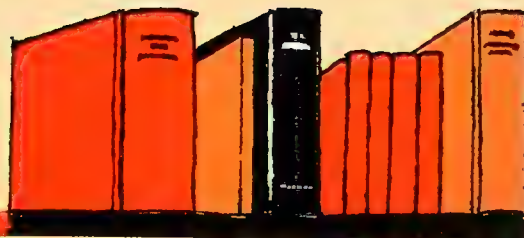
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Cover Story

***Ghost Plants of the 1980s,
Casualties of Free Trade
and Corporate Welfare***



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APRIL, 1985

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

Ghost Plants of the 1980s	2
4th District Board Member Harold Lewis Retires	4
UBC Position Regarding Benefits Tax Proposal	5
Clay Bill Would Stop Double-Breasting	6
Mediation Found Effective Tool for Article 20	6
May 4, Louisiana-Pacific Boycott Day	7
IUD Legislative Conference Tackles Issues	9
Operation Turnaround Update	11
Councils Promote Union-Built Homes	16
Personality Mailboxes Dot the Land	18
Workers' Clinics: Who You Can Turn to	20
Should Your Scaffold Be Guarded? A Survey	22
Waldmann Associates Commends Union Ties	24

DEPARTMENTS

Washington Report	12
Members in the News	13
Ottawa Report	14
Consumer Clipboard: Garage Doors Unsafe	19
We Congratulate	23
Local Union News	25
Apprenticeship and Training	29
Retirees Notebook	30
Plane Gossip	31
Service to the Brotherhood	33
In Memoriam	37
What's New?	39
President's Message	40

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THE COVER

The skeletal remains of a once-booming steel mill in Pennsylvania dominate our April cover—a grim reminder that all is not well this spring in many areas of North American industry.

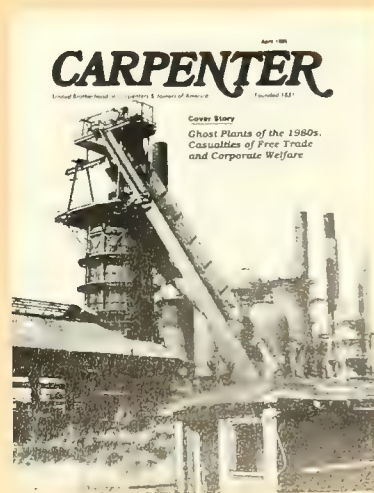
Like a ghost town along the transcontinental railroads of a century ago, it is abandoned by corporate management in the pursuit of profits elsewhere.

This ghost of the 1980s is not alone. A vast array of abandoned mills and industrial yards lines the banks of the Monongahela River in Pennsylvania. In the Pacific Northwest, lumber mills have been shut down, as imports cut into the U.S. lumber and wood products market. In New England and the Upper Midwest, plants have been padlocked and the work moved either to the Sun Belt or overseas.

Even the so-called high-tech industries have been dislocated because of unfair trade competition from overseas.

These are the victims of America's free trade policy and its "corporate welfare" programs, which allow tax write-offs for corporate reinvestments which are never realized. We maintain an open-door policy for cheap imported products, but we cannot seem to break down the tariff barriers and sanctions which prevent American and Canadian products from finding reciprocal markets overseas. Meanwhile, the unemployment rate in the United States stands at 7.3%—almost double the 4% level set as a goal by the Humphrey-Hawkins Bill enacted into law a decade ago.

—Photo courtesy of STEELABOR





In a large eastern city, a former steelworker with 17 years experience is now marketing a 10-part lawn care program to his suburban neighbors. In the Midwest, a highly-skilled tool and die maker is learning the intricacies of computer programming in the hopes of starting a home-based word processing business.

These people and millions more like them are defining the new American workplace where the emphasis is on service and away from manufacturing.

It's a development that is leaving many long-time skilled workers feeling stranded on the roadside—relics of a bygone era. At the same time, it also raises serious questions about where the U.S. and Canada are headed.

Two of the contributing factors shaping the new American economy have been the growing competition from foreign made goods and a reluctance on our part to protect our industries from these crippling inroads.

GHOST PLANTS, GHOST TOWNS

*Casualties of America's free trade policies
and its welfare programs for big business*



Free Trade vs. Fair Trade— Problems of the '80s

Proponents of the so-called "free market" approach to economics are against any form of government intervention. They want to be able to buy materials and labor anywhere in the world where they are plentiful and cheap. The savings, we are told, enable them to offer us their products at lower prices.

This on-going battle between the "free trade" people and the "fair trade" advocates who want to have American jobs, has been acted out each year in Congress, so far without any clear resolution.

Enter the Multinational Corporations

While only a generation ago, nations were primarily concerned with their own economies, today the rules have been changed. Large multinational cor-

OPPOSITE PAGE, TOP—Demolition of Towers in a steel facility shows the decline in basic industry. Photo courtesy California Newsreel.

OPPOSITE PAGE, BOTTOM—A national industrial policy is desperately needed to revive depressed communities. Photo by Marth Tabor

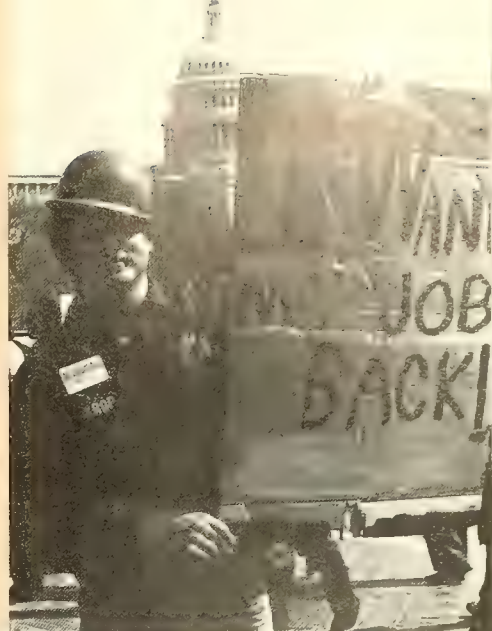
AT RIGHT—Labor's call for full employment is a top priority, as this jobless worker makes clear at a rally at the U.S. capitol. Photo by Jim West.

PANEL BELOW, LEFT—Children of jobless workers in Detroit get help understanding their parents' plight from school guidance counselor Archie Morris-Vann, a member of the Detroit Federation of Teachers.

PANEL BELOW, CENTER—Feeding the hungry was job taken on by many unions, churches and community groups as recession created millions of unemployed. This scene is from union hall in Baltimore, Md. Photo by Martha Tabor.

PANEL BELOW, RIGHT—Fear of being deserted by parents angered and frustrated by their unemployment haunts Detroit fourth-grader Dawn, one of an estimated 13 million children in households affected by joblessness in past three years.

BOTTOM, LEFT—"Dorothy Six" was U.S. Steel's largest blast furnace. It broke records for the company, but it has been shut down since last May. Photo from STEELABOR.



porations with holdings in many different countries have gathered enormous power.

These companies go where the work is cheap—to the Orient, South America,

sent the state-of-the-art in research and development for computers and other exotic hardware, the actual assembly of these items is being farmed out more and more overseas.



and the Pacific. Their only allegiance is to their stockholders, and they leave in their wake empty American factories and displaced families.

What we may have left in North America is largely a service economy. Our once-skilled craft and industrial workers now are becoming the salesmen for the goods they no longer have any role in producing.

Bright Future for High Tech? Who's Kidding Who?

But, at least, America has the technological edge. Recently the hint that this country planned to build a high-tech defense system in space had the Soviets rushing back to the bargaining table for new arms talks. But what about the jobs behind the high-tech picture?

People point to the Silicon Valley area of California and other similar high-tech enclaves that are sprouting up across the country as our new industrial base. But while these facilities repre-

A good example is the recent emigration of an important computer disc manufacturer in San Francisco that laid off some 700 employees and moved its operations to Singapore. There the firm gets big tax breaks. It's closer to the Far East manufacturers of the components it uses, and most important, gets significant savings on labor.

Preserving America's Industrial Base

While the United States stands out as one of the few nations still following the free trade myth, other countries are taking steps to protect their industries. After flooding this country with automobiles, televisions, and other consumer goods, Japan, for instance, has been very careful not to let the U.S. sell any of our products over there.

Some countries use trade sharing arrangements when dealing abroad, to insure that neither partner is injured

Continued on Page 4



Continued from Page 3

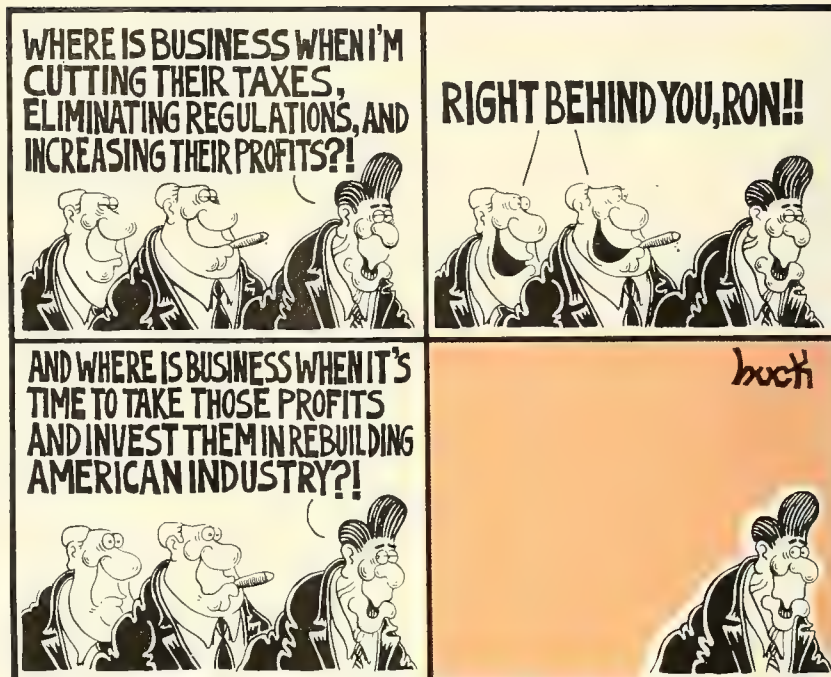
when trading. Our method involves "content" arrangements, where items imported into a country must be assembled with parts or materials produced at home.

Similar "content" legislation was introduced in Congress to protect the American auto industry and the thousands of jobs it creates. But it has yet to pass, largely due to opposition from the White House. At the same time, the present administration seems happy to sit back and watch while our critical steel industry is slowly destroyed by cheap imports.

What You Can Do to Bring About Recovery

If you are concerned about the disappearance of jobs for skilled craftsmen and industrial workers in this country and the growing threat of multinational corporations, your opinion can make a difference. Write your two senators and your Congressman today in care of the United States Senate, Washington, DC, 20510 and the U.S. House of Representatives, Washington, DC 20515.

Tell them you want to save America's vital industrial base and the millions of



skilled jobs it creates. Each letter you write will be read and considered by your lawmakers when important legislation is drafted this year. Let them

know you did not spend years learning a specialized trade only to wind up serving fast food or selling encyclopedias door-to-door!

Harold Lewis Retires As 4th District General Executive Board Member

Fourth District Board Member Harold E. Lewis stepped down from active duty with the United Brotherhood April 1, ending 37 years of dedicated service. Lewis served as the UBC's Southern-region board member for 15 years.

Originally from Queens County, N.Y., Lewis, 66, started into carpentry after high school graduation, building homes for his contractor grandfather.

During World War II, while serving in the Army, Lewis saw action in the Battle of the Bulge. He then held a succession of construction jobs, settling in Miami, Fla., in 1947 as a member of Local 1509. His first position with the union was as a steward. He was elected recording secretary in 1949 and local president in 1951.

Named assistant business agent for the Miami District Council in 1957, Lewis became the business manager for the council in 1963.

Lewis has served as both first vice president and chairman of the Florida

State Council of Carpenters. In addition, he has also been a delegate to the Dade County Central Labor Union, a member of the Miami Housing Board of Appeals, as a member of the Urban League, and as a member of LEAP (Labor Education Advancement Program.) He has also served as a board member of the United Givers Fund and as a director of the John Elliot Blood Bank, sponsored by organized labor in the Miami area.

On May 18, 1970, Lewis was named a member of the UBC General Executive Board by President M.A. Hutcheson. He filled a vacancy created when Herbert Skinner was named Second General Vice-President.

The retiring board member attended the University of Miami for two years, pursuing studies in business law and business administration.

Lewis and his wife Mary Ross, married 43 years, are looking forward to "enjoying ourselves, relaxing, and just doing what we want." Their son, Rich-



HAROLD LEWIS

ard Alan, is in West Palm Beach, Fla.; daughter Sandra Ann and family reside in Satellite Beach, Fla. Lewis continues to enjoy fishing, and is working on his golf game.

The United Brotherhood's Position Regarding Proposed Taxation of Benefits

The UBC opposes those legislative "tax reform" proposals that involve taxation of employee benefits and benefit funds. These proposals would have a harmful effect on the private system of pension, health, and welfare coverage that UBC members depend on for our security and for the protection of our families. It is irresponsible and unfair for the government to siphon off the limited resources of working people as a "quick fix" for the federal deficit.

SPECIFIC POINTS

1. NO to taxation of employee welfare benefit funds!

For more than 60 years, the earnings of employee welfare benefit funds derived from employer contributions have been exempt from taxation. This policy has fostered the growth of a wide range of funds that provide essential benefits for employees such as health care coverage, life insurance, disability benefits, unemployment benefits, educational assistance, and other services. Most of the UBC members and their families who are covered by such negotiated benefits would be unable to afford and obtain this protection on their own.

2. NO to a "cap" on tax-exempt health insurance!

The Administration proposes to make employees pay income tax and Social Security tax on the value of employer-paid health insurance premiums in excess of \$70 per month for an individual and \$175 per month for a family. This could add approximately \$155 annually to each employee's income tax burden. Placing a "cap" on tax-free health coverage is particularly unfair to UBC members in areas where costs for health care are high. In addition, this tax proposal would undermine the soundness of group health funds by encouraging healthy workers to drop out, leaving those workers most in need to pay even higher costs for reduced benefits. Lack of health coverage by private funds would place greater pressure on local, state and federal government bodies to provide health care; and the government's cost to provide that substitute coverage would be nearly five times the amount that the Administration hopes to gain in tax revenue.

3. NO to income tax on other benefits received by workers!

We oppose proposals to make employees pay income taxes on various other employee benefit programs which have been targeted:

Group Term Life Insurance: Presently the tax code provides that employer-paid premiums for Group Term Life Insurance are not taxable to the employee up to a maximum amount of \$50,000. This provision would be repealed and beneficiaries would be taxed for the entire premium amount paid for this insurance by their employer.

Unemployment insurance: These benefits provide essential income to jobless workers. Above certain thresholds, such benefits are already taxed, adding to the hardship of being unemployed by

diminishing the program's intended use as an economic stabilizer. The misery of unemployment should not be compounded by increasing the taxation of these minimal benefits. Yet this compensation would be fully taxed under the benefits' tax proposal.

Workers' Compensation: These benefits are already inadequate to meet the needs of disabled workers and their families. Taxing them would widen the gap between benefits and the income level required to maintain decent living standards while a worker is unemployed because of a job-related injury. Yet even these meager benefits would be fully taxed under many of the so-called "tax simplification" plans.

Group Legal Services: The current tax treatment of qualified plans helps to make such services available at minimal cost to many who would otherwise be unable to afford such protection. Under the benefits' tax, whatever amount employers pay for legal service benefits would be added to their employees' taxable income.

Educational Assistance Program: Non-taxation of this benefit provides significant opportunities to women, minorities, and other workers to upgrade and maintain their skills, through training/retraining programs provided by employers, often as a result of collective bargaining. Under a benefits tax, employees would be taxed fully for any employer paid educational costs.

4. NO to taxation of certain pension distribution.

The Administration wants to add an extra 20% tax on pension benefits paid before the participant's death, disability, or attainment of age 59½. This would affect most of our negotiated multiemployer pension funds. Singling out these benefits for higher taxes is particularly unfair to UBC members in physically demanding construction and industrial occupations where early retirement is necessary for health reasons, and in economically depressed areas where early retirement can help ease the hardship of plant closings and layoffs.

CONCLUSION:

The employee benefit programs targeted for taxation have been supported by official government policy for more than half a century in an effort to encourage and support the development of a private, employer-funded, broadly based system of benefits to guarantee the protection and economic security of American workers. The policy has worked. The policy reversal embodied in the "tax simplification" proposals would dismantle the economic and social services life support system which the American labor movement has helped establish through decades of work.

The new supertax on these benefits would hurt working people who can least afford it. Seventy-five percent of employees covered by these plans earn less than \$25,000. If employees are forced to pay taxes on these benefits, their take-home pay would be cut. Meanwhile, employers—to lessen the effects of this unfair tax—might seek to freeze or reduce employee benefits. The result could be reduced protection for most of America's families.

Congressman Clay's Bill Would Stop Double-Breasting

A bill to end the practice of "double-breasting" by construction companies has been introduced in the U.S. House of Representatives by Congressman William Clay (D-Mo.). The bill would also make employers honor pre-hire agreements.

Dubbed "The Construction Industry Contract Security Act of 1985," Clay's bill H.R. 281, has been called the "most important and highest priority labor issue legislatively" by the Building and Construction Trades Department of the AFL-CIO.

Richard Mantia, executive secretary-treasurer of the St. Louis Building and Construction Trades Council, said the bill, if passed, could restore tens of thousands of jobs to construction unions.

"We are extremely grateful to Congressman Clay for introducing H.R. 281," Mantia told the *Labor Tribune*. "Double-breasting has denied too many workers the right to join unions of their choice and bargain collectively for decent wages and working conditions. H.R. 281 would go a long way toward restoring democracy in the construction sites of this nation."

By introducing the bill, Mantia said, Clay has once again demonstrated in a very tangible way that he is one of the

best friends working men and women have in the Congress.

Double-breasting is the practice of a union contractor setting up a separate non-union operation to avoid bargaining agreements. Contractors have also used double-breasting to willfully violate the terms of pre-hire agreements. Congress recognized the need for pre-hire agreements in 1959 to maintain stability in the construction industry.

Under the Reagan administration, however, the National Labor Relations Board has allowed unscrupulous contractors to willfully avoid their obligations to honor the union hiring hall. H.R. 281 would end abuses by requiring contractors to apply provisions of a collective bargaining agreement to any part of their operations. Dummy firms would no longer be used.

The Clay bill would also force contractors to live up to their obligations and allow workers to retain their rights under collective bargaining agreements.

Clay said his bill is "essential if construction workers are to have meaningful union and collective bargaining rights."

Union members are urged to contact their U.S. Senators and Congressmen to co-sponsor H.R. 281.

Mediation Found Effective Tool In Settling Article 20 Disputes

Mediation continues to prove its effectiveness as a means of settling disputes between affiliates under Article 20 of the AFL-CIO Constitution, Sec.-Treas. Thomas R. Donahue said.

Reporting to the Executive Council on the operations of the Article XX Internal Disputes Plan, Donahue said 2,344 cases have been filed since the plan's inception in 1962. Settlement was achieved through mediation and discussions between the organizations in 1,328 cases, or 56.6%. In 1984 alone, 24 cases—35% of those processed during the year—were settled at the mediation level.

Since February 1982, all cases have been handled by a permanent mediator, John N. Gentry. In cases not settled through mediation, hearings are conducted and determinations made by the impartial umpires, D. Quinn Mills and Howard Lesnick. There have been 995 such determinations since 1962.

Sixty-three cases were filed in 1984 and 15 remained pending at the mediation level at the end of the year. Umpires' determinations found violations in 15 cases and no violations in 13, with four cases pending. A justification report was issued in one case.

At the appeals stage, 13 cases were pending at the start of the year and 17 new appeals were entered. Council subcommittees sustained the umpires' determinations in 11 cases. Five appeals were withdrawn and four were referred to the Executive Council Appeals Committee, leaving ten cases pending.

The Appeals Committee affirmed one determination and set aside or modified two with one case remaining pending.

Seventeen non-compliance complaints were pending at the start of the year and two others were filed during the period. Compliance was achieved



What It's Like Working in Sandinista Land

With the help of Canada's foreign assistance program, Nicaragua's democratic Confederation of Trade Union Unity (CUS) has been able to open a Worker Vocational Training Center in the Maria Auxiliadora district of Managua. The Center serves an area of high unemployment by providing young people with employable skills.

In April, 1984, the CUS used a sound-truck to spread the word that registration was open for courses at the Center. In two days 162 prospective students had signed up for classes, and opening ceremonies were scheduled for May Day. As the students gathered the Center was attacked by a mob organized by Sandinista Defense Committees and armed with rocks and clubs. The Sandinistas broke up the meeting and forced the CUS members out of the Center.

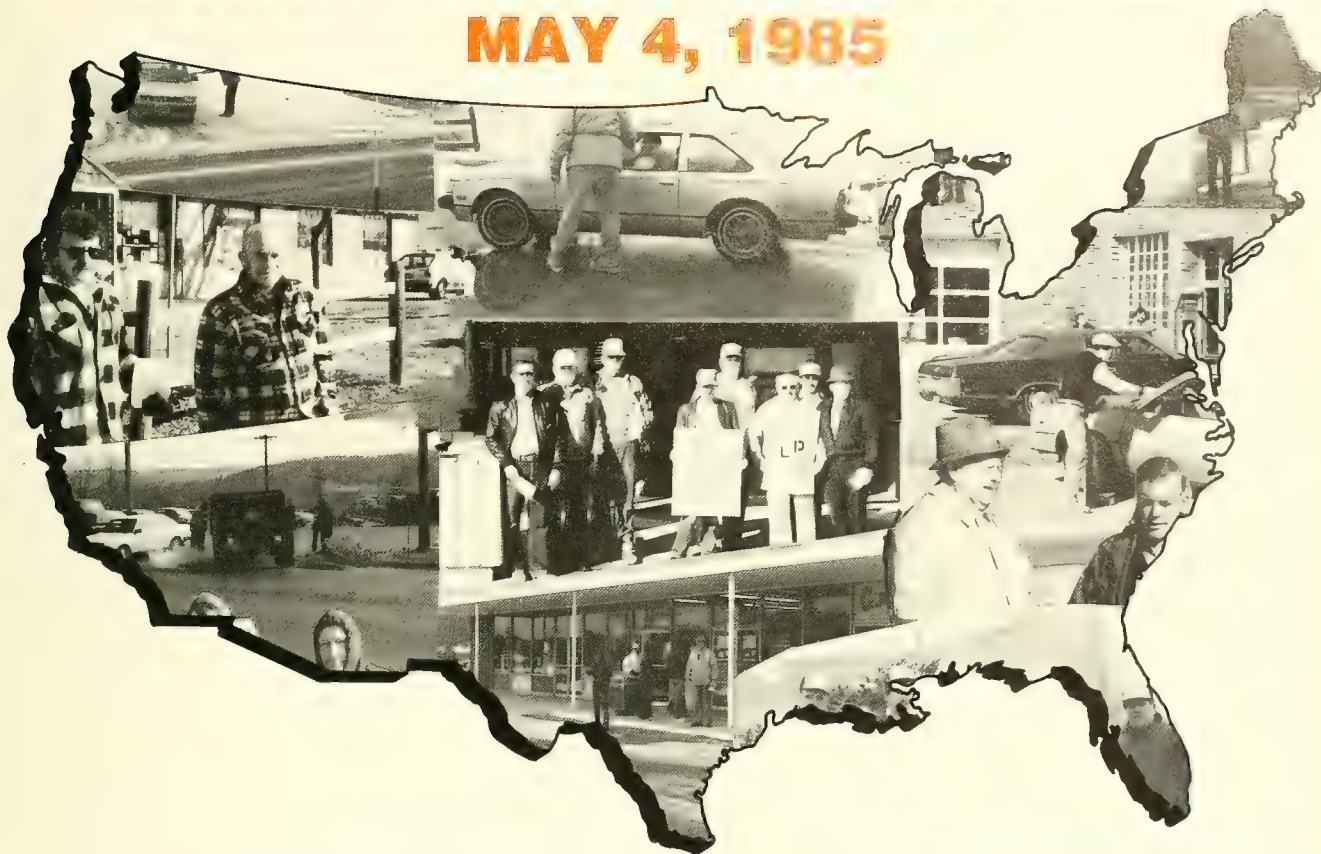
When the CUS persisted in its intention to open the Center even after this violent incident, its leaders received death threats and were publicly accused of being traitors, CIA agents, and employers' stooges. The CUS leadership protested the violation of the workers' rights to Sandinista leader Daniel Ortega. The only response came not from the Comandante himself, but from local Sandinista officials who suddenly decided that the training center could not open because the government had already planned to open a sewing school in the same neighborhood. The CUS replied that even two vocational schools in the area could not begin to fill the needs of the people there.

Despite the violence, the threats, and the bureaucratic harassment, the CUS went ahead and opened its school and began its first six-month course. Of the 162 who originally had signed up, 75 began the course. Sandinista hostility continued, but 35 students withstood the pressures and completed the course. (The Sandinistas' sewing school never materialized). Speaking at the graduation ceremony on November 12, 1984, CUS Secretary General Alvin Guthrie praised the graduates for their "bravery and sacrifices, and their determination to improve themselves." He also praised the women who served as instructors for "keeping their morale high and never bending in spite of the threats they received."

Continued on Page 32

LOUISIANA-PACIFIC BOYCOTT DAY

MAY 4, 1985



A Renewed Commitment To Fight Injustice

As the Brotherhood's "L-P Boycott Day" on May 4th approaches, Brotherhood members and affiliates across the country are intensifying their boycott activities, and numerous other actions against the big union-busting corporation continue to develop.

While UBC members in New York, Massachusetts, New Jersey, Pennsylvania, and throughout the East conducted "Don't Patronize" activities against retailers of L-P products, Brotherhood members in California's Bay Area welcomed the 800 lumber industry executives attending the Western Woods Products Association convention in San Francisco with picketing and leafletting action against L-P officials in attendance. Locals and councils throughout the country are responding well to the "Adopt a Lumber Store" campaign.

The May 4th L-P Boycott Day called by the UBC Executive Board is designed to demonstrate the Brotherhood's continued commitment to the L-P strikers.

"After 21 hard months of a strike, it's sometimes difficult for workers and their unions to continue to fight. That's not the case with this Brotherhood," declared UBC General President Pa-

trick J. Campbell. "The determination of the L-P strikers is an example for all of us, and L-P Boycott Day is the beginning of a renewed commitment to support our brothers and sisters for as long as it takes."

UBC affiliates across the country are urged to participate in boycott activities at retail stores selling L-P products in their area. Locals and councils conducting boycott activities and those returning the "Adopt a Lumber Store" cards will be supplied with "L-P Boycott Day" packets, boycott literature, and leafletting instructions. The "L-P Boycott Day" packet includes a boycott poster, a camera-ready copy of a boycott ad which an affiliate can place in a local newspaper, press release materials, and other boycott items.

L-P Strike Annual Report Prepared

A report documenting numerous UBC strike-related activities against L-P has been prepared to highlight the cost L-P is incurring to wage its union-busting fight. The report describes various as-

pects of the UBC corporate campaign and boycott efforts against L-P, and effectively refutes company assertions that the strike campaign is having little impact on the company. The report notes the following: **Nearly 300 lumber dealers have stopped selling L-P wood products; the company will pay millions of dollars for environmental abatement measures due to UBC members permit actions; company waferboard expansion has been slowed by UBC supported community opposition; company access to strategic Forest Service timber has been blocked; and struck mill productivity is still off sharply.**

As we go to press, these are the locals and councils currently participating in L-P leafletting:

LU 921-Portsmouth, NH
LU 475-Ashland, MA
LU 210-Norwalk, CT
Westchester County DC + aff. LU
163, Peekskill
Hudson Valley, NY DC
LU 323, Beacon, NY
LU 2067, Medford, OR
LU 3009-Grants Pass, OR
LU 2851, LaGrande, OR
LU 870, Spokane, WA

Continued on page 8



Seventy UBC members from the Bay Area Council of Carpenters picketed the annual meeting of the Western Wood Products Assn., at the St. Francis Hotel in San Francisco, March 14. Ten L-P executives attended the sessions.

'Don't Patronize' Campaign Legal Challenge Dismissed

Lloyds Home & Building Centers, a retail lumber chain with outlets in New York and Connecticut, filed unfair labor practice (ULP) charges against the United Brotherhood of Carpenters because of our effective "Don't Patronize" handbilling campaign. As part of our nation-wide L-P consumer boycott activities, the UBC used non-picketing publicity at several Lloyds' stores, asking consumers not to shop at Lloyds because they distribute L-P products. The ULP charges filed by Lloyds accused the UBC of illegal secondary boycott picketing.

On March 4, 1985, the NLRB Regional Director refused to issue a complaint against the UBC because he concluded that the UBC engaged only in peaceful, lawful handbilling at the Lloyds store. **This ruling confirms our legal right to use non-picketing publicity in asking that consumers "Don't Patronize" stores that sell L-P products.**

Continued from Page 7

LU 98, Spokane, WA
 LU 3171, Bonners Ferry, ID
 LU 2633, Tacoma, WA
 LU 470, Tacoma, WA
 LU 1689, Tacoma, WA
 LU 2942, Albany, OR
 LU 2714, Dallas, OR
 LU 1708, Auburn, WA
 Seattle D.C.
 LU 1289, Seattle, WA
 LU 2519, Seattle, WA
 LU 1797, Renton, WA
 LU 3091, Vaughn, OR
 LU 2750, Springfield, OR
 LU 2627, Cottage Grove, OR
 LU 2787, Springfield, OR
 LU 2791, Sweet Home, OR
 LU 2835, Independence, OR
 LU 1157, Lebanon, OR
 LU 247, Portland, OR
 LU 1388, Oregon City, OR
 LU 2154, Portland, OR
 LU 2881, Portland, OR
 LU 1746, Portland, OR
 LU 1120, Portland, OR
 LU 1857, Portland, OR
 LU 1715, Vancouver, WA
 LU 131, Seattle
 Twin Cities DC
 LU 1382, Rochester, MN
 LU 930, St. Cloud, MN
 LU 2027, Rapid City, SD
 LU 783, Sioux Falls, SD

LU 1176, Fargo, ND
 LU 149, Tarrytown, NY
 (Westchester Co.)
 LU 1134, Mt. Kisco, NY
 (Westchester Co.)
 LU 543, Mamaroneck, NY
 (Westchester Co.)
 LU 255, Bloomingburg, NY
 (Hudson Valley)
 LU 245, Oneonta, NY
 (Hudson Valley)
 LU 265, Saugerties, NY
 (Hudson Valley)
 LU 258, Oneonta, NY
 (Hudson Valley)
 LU 146, Schenectady, NY
 (Albany, Schenectady, Troy & Vic. DC)
 LU 120, Utica, NY
 LU 203, Poughkeepsie, NY
 LU 2247, Juneau, AK
 Arizona State D.C.
 LU 1300, San Diego
 LU 1622, Hayward, CA
 LU 3074, Chester, CA
 LU 144L, San Jose, CA
 LU 1280, Mountain View, CA
 LU 1959, San Bernardino, CA
 LU 316, San Jose, CA
 LU 2801, Oroville, CA
 LU 43, Hartford, CT
 LU 696, Tampa, FL
 Broward County DC, FL
 Jacksonville & Vic. DC, FL
 LU 1723, Columbus, GA

LU 256, Savannah, GA
 LU 903, Valdosta, GA
 LU 1058, Twin Falls, ID
 LU 1879, Lafayette, LA
 LU 402, Greenfield, MA
 LU 871, Battle Creek, MI
 LU 1395, Grand Haven, MI
 LU 1644, Minneapolis, MN
 St. Louis, D.C.
 LU 1672, Hastings, NE
 LU 155, No. Plainfield, NJ
 LU 6, Jersey City, NJ
 LU 399, Blairstown, NJ
 LU 121, Vineland, NJ
 LU 781, Princeton, NJ
 LU 453, Auburn, NY
 LU 2947, Jamaica, NY
 LU 12, Syracuse, NY
 Adirondack & Vic. D.C., NY
 LU 639, Akron, OH
 LU 1419, Coalport, PA
 LU 211, Pittsburgh, PA
 LU 492, Reading, PA
 LU 81, Erie, PA
 LU 33L, Pittsburgh, PA
 LU 359, Philadelphia, PA
 LU 1498, Provo, UT
 LU 1707, Longview, WA
 LU 1845, Snoqualmie, WA
 LU 128, St. Albans, WV
 LU 1146, Green Bay, WI
 LU 1074, Eau Claire, WI
 LU 849, Cato, WI
 Ventura County, CA DC
 LU 15, Hackensack, NJ

LU 1006, New Brunswick, NJ
 LU 65, Perth Amboy, NJ
 LU 715, Elizabeth, NJ
 LU 1342, Irvington, NJ
 LU 455, Somerville, NJ
 South Jersey D.C.
 LU 31, Trenton, NJ
 LU 2250, Red Bank, NJ
 LU 296, Brooklyn, NY
 LU 3091, Eugene, OR
 Retirees Club #21, MO
 LU 620, Madison, NJ
 LU 124, Paterson, NJ
 LU 1489, Burlington, NJ
 LU 2018, Ocean County, NJ
 Sacramento Area DC, CA
 Bay Counties D.C., CA
 No. Coast Counties D.C., CA
 Redwood District Council, CA
 LU 2882, Santa Rosa, CA
 Golden Empire D.C.
 LU 2608, Redding, CA
 LU 2652, Standard, CA
 LU 3184, Fresno, CA
 Santa Clara Valley D.C.
 LU 2020, San Diego
 LU 3088, Stockton, CA
 LU 2801, Oroville, CA
 LU 751, Santa Rosa, CA
 LU 1226, Pasadena, TX
 LU 2232, Houston, TX
 Houston D.C., TX
 LU 213, Houston, TX
 LU 1408, Redwood City, CA
 LU 22, San Francisco, CA



**SUPPORT THE
 U.B.C. BOYCOTT**

L-P Waferwood: Key Boycott Target

L-P's major profit product, waferboard, is a key UBC boycott target. Next time you visit your local lumber dealer, check for this and other L-P wood products. The L-P waferboard is easily recognizable by its bright orange edge color and the L-P logo imprinted on the side of the stack.

Don't Buy These Louisiana-Pacific Products

Unfair L-P Brand Names include: L-P Wolmanized; Cedartone; Waferwood; Fibrepine; Oro-Bord, Redex; Sidex; Ketchikan; Pabco; Xonolite; L-P Home Centers.

Trade, Shutdowns, Health and Safety Focus of IUD Legislative Conference

By Calvin G. Zon
PAI Staff Writer

Trade, plant closing, and workplace safety and health legislation were the focus of the AFL-CIO Industrial Union Department's recent legislative conference in Washington.

Some 1,200 delegates from 17 IUD-affiliated unions were urged by AFL-CIO Secretary-Treasurer Thomas R. Donahue to "make it clear to every legislator in Washington and your home state capitals that we're watching, monitoring, measuring, and taking stock—and that we'll make our judgments at the next election time based on that analysis—not on the basis of how much stroking we get."

"We don't let our employers get away with that; we can't let legislators get away with it either," Donahue declared.

"We've spent a lot of years and a lot of effort in trying to elect Representatives and Senators whose philosophy seems to match ours," Donahue continued. "It's time we spent as much time and effort being sure that they live up to that philosophy in their voting, in their committee work, in speeches, in the work of their offices and staff, in their support for workers' issues."

Donahue noted that the federation has set up Legislative Action Committees in 40 congressional districts, with more than 5,000 trade unionists participating. "We're going to keep up with that program and keep on expanding it because we ought to have a cadre of Congress-watchers in every congressional district," he said.

Regarding the recent Report on the Evolution of Work issued by an AFL-CIO committee he chaired, Donahue said, "I've seen it commented on in the press as labor's confession of failure, and seen it hailed as a blueprint for the future. I suspect it's a bit of each of those things."

The report, he continued, isn't a "blueprint for the future in the traditional sense. Rather, it's intended to provoke thought and discussion on all issues confronting our unions and to stimulate the boundless energies and



Conferees, above, at the recent AFL-CIO Industrial Union Department's Legislative Conference in Washington, D.C. IUD leaders, right, testify before a Congressional subcommittee.



ideas of the hundreds of thousands of trade union leaders and activists across the country."

"In my view, most importantly," Donahue said, "it speaks to our need to increase members' participation in their unions and to ensure that they are educated, not just in its history and past but in its future, and to ensure that

they play their individual role in building that future and making it successful."

Outlining the IUD's legislative agenda, IUD President Howard D. Samuel said the issues of "trade, plant closings, and workplace safety are vital to the jobs

Continued on Page 10

1/3 US Cement Production Capacity Bought Up by Foreign Corporations

Representatives of trade unions which represent workers worldwide in the cement industry have agreed in a meeting in Geneva, Switzerland, to approach their employers on behalf of workers at American cement plants owned by the foreign corporations.

A delegation of American labor leaders asked their overseas counterparts for assistance in halting the breakdown of what had been 40 years of constructive labor relations in their industry. During the past five years, about one third of the U.S. cement production capacity has been bought up by foreign corporations. Among the largest are Heidelberger Zement of Germany, which now owns the huge Lehigh Portland Cement Company, France's LaFarge, which purchased General Portland Cement, and Holderbank of Switzerland, which now controls several American companies. Multinationals in Belgium, Italy, Sweden and the United Kingdom are also now the parent companies for American cement workers.

The conference was organized by the International Federation of Chemical, Energy and General Workers' Unions (ICEF), an international federation of over 200 democratic unions from 73 countries.

Richard A. Northrip of the Cement Division of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers

told delegates from cement unions around the world that the U.S. Cement Employers Association has embarked on "a clear program to break our unions." He charged that "These foreign multinationals have united forces with their domestic allies here to capitalize on the climate created by the Reagan administration which encourages employers to try to destroy long-standing collective bargaining relationships."

The ICEF delegates unanimously agreed to support the U.S. cement workers by exerting pressure on their European employers. In some cases, the European unions hold seats on the boards of companies whose workers they represent.

"Ours is a global industry," said Peter Evans, national secretary of the Transport and General Workers Union of the United Kingdom. Evans, who co-chaired the Geneva meeting with Northrip, said, "An attack on American cement workers is an attack on the 6 million workers affiliated with the ICEF."

According to Elmer Chatak, secretary-treasurer of the Industrial Union Department (AFL-CIO) and a member of the U.S. delegation, "The cement industry refuses to bargain toward a fair and equitable labor agreement despite efforts by union negotiators to work with management in this troubled industry in such areas as wages, insurance coverage, and contract language."



At the IUD conference with House Majority Leader Jim Wright, (D-Tex.), center, are, from left, Business Rep. Roggio, NYC Council President Clayton, Business Rep. Ricciardo, and Asst. Business Rep. Marino.

Continued from Page 9

and standards of our members."

An IUD-backed bill to ban the import of the cancer-causing industrial chemical benzidine has been introduced by Rep. Donald Pease (D-Ohio). The legislation is aimed at sparking a worldwide ban on the chemical, which has been identified as a major cause of bladder cancer.

Another bill, the High Risk Occupational and Environmental Disease Notification and Management Program, "would require workers at risk to be informed of possible consequences, and would provide them medical measures to protect themselves," Samuel said. The bill was introduced by Rep. Joseph M. Gaydos (D-Pa.).

A plant closing bill to cushion workers and communities from the devastating effects of sudden plant shutdowns has been drafted by Reps. William Clay (D-Mo.), Silvio Conte (R-Mass.), and William D. Ford (D-Mich.).

The proposed Trade Law Modernization Act was drafted by the Labor-Industry Council for International Trade, composed of representatives from 10 unions and nine corporations. The bill, which is gathering broad bipartisan support in Congress, would provide tougher and quicker remedies for illegal "dumping" of foreign goods and for retaliation against countries that "target" U.S. industries by subsidizing their own industries.

The bill also would require "reciprocity" from foreign governments to open their markets to U.S. goods in exchange for their open access to the U.S. market. In addition, special "temporary protection" from imports would be given to industries to modernize and develop "a strategy to enhance competitiveness."

Steelworkers President Lynn Williams told the conference, "I think it is historic that we have a unified position on the trade issue—unity within the labor movement and significant participation from employers."

Industrial Union Contract Analysis Shows Union Bargainers Hold Their Own

An analysis of major industrial union contracts negotiated in recent months confirms that job security has become a key issue for American workers, according to Howard D. Samuel, president of the AFL-CIO Industrial Union Department.

The survey, the ninth in a series of biennial studies, examined 100 major contracts spanning American industry. Firms ranging from apparel and textiles to transportation, mining to building maintenance, were examined. In each case, contracts were selected because they have tended to be bellweather agreements within their respective industries.

The study reflects agreements negotiated during a period in which unions were perceived to have lost ground in many areas of contractual relations—but a reading of the survey points to the stability of contracts over recent years, and an increase in many non-monetary benefits.

One area in which bargainers have made significant gains is in contractual response to what the survey identifies as "major technological change, work transfer, or closing." Seventy-five percent of the surveyed agreements contain some provision in this area. Seventy percent of the surveyed agreements contain limits on subcontracting and over half call for severance pay, with increasing emphasis on provisions which call for such things as the right to in-plant transfers in response to permanent layoffs and plant closings.

Other findings include the following:

Paid Holidays—More than half of the contracts call for at least 11 paid holidays per year, continuing a trend which saw only 18% at that level in 1971, and 31% a decade ago. Over one third of the contracts now provide 12 or more holidays.

Vacations—Almost half of the agreements surveyed now provide for five weeks of vacation annually, with 30 agreements (30%) allowing up to six weeks. In a 1974 survey, only 15 contracts (about 14% of the agree-

ments surveyed) allowed that much vacation.

Leaves of Absence—Most clauses covering leaves of absence were unchanged from the department's prior survey, although there was a noticeable increase in the number that grant unpaid maternity leave. Of the 100 contracts analyzed for our survey released in January 1982, 41% called for unpaid medical leave, contrasted with 49% in the recently completed survey.

Union Security—Union security remains a high priority in this era of union-busting consultants and an NLRB which is perceived as anti-union. The 1984 survey shows a slight increase in union shops, up to 63% of the total from 61% in the 1980 and 1982 analyses.

Cost of Living—Fifty-six percent of the contracts examined had COLA provisions, down slightly from 60% two years ago. However, the number with a cap on the amount of cost-of-living adjustment had dropped dramatically, from 55.5% in 1980 to 44.6% this year.

Shift Differentials—Shift differential pay remains high, an item that appears in 90% of the agreements. The majority of contracts with such a provision provide between 20 and 30 cents per hour additional for the second shift, up from a typical 10-20 cent add-on only four years ago.

Wage rates as such are not compared in IUD surveys because the actual meaning of job titles, descriptions, and content vary so widely between industries.

"There is no question that American industry has problems," Samuel commented, "and there is no question that we are willing to work with management to keep American industry alive, but we have a primary obligation to represent the best interests of our members—and this study shows that we have, in fact, been successful in doing so." are not satisfactory," he claims, although he doubts that most companies are violating the agreement in the council's jurisdiction.

Foreign Trade Union Leaders Study UBC Methods



To encourage democratic trade union practices in other nations, the U.S. Department of Labor and other federal agencies sponsor visits to the United States of foreign trade union leaders for special study and exchange programs. One such group of labor representatives from Bolivia, Cape Verde, Ecuador, Guatemala, Honduras, and Paraguay sat down at the General Offices for discussions with General Secretary John Rogers, First General Vice President Sigurd Lucassen, and Second General Vice President Anthony Ochocki.



Many Retail Chains Go Non-Union Construction, UNLESS . . .

The UBC Organizing Department is taking a close look at recent trends in the retail chain department store industry. Several large users are projecting broad expansion, renovation, and new construction projects, creating millions of work-hours traditionally done by UBC members. Too often we are starting to see an increase in non-union contractors, department store employees, and sometimes other crafts doing our work.

Companies which have typically catered to middle and low-income earners are susceptible to consumer boycott pressure. One such firm is K-Mart Corporation. According to K-Mart's 1983 Securities and Exchange Commission 10K report, "over the next five years capital commitment [to new projects and renovation] will exceed \$2.0 billion."

On June 6, 1984, UBC President Pat Campbell sent out some 734 survey forms regarding K-Mart and Montgomery Ward's local construction activities. We received 167 responses. The resulting data indicated K-Mart used UBC signatory contractors only slightly better than half the time. The survey data also showed no pattern of union vs. non-union construction according to any particular geographic region. Most importantly, in nearly 60% of the reported instances where our members engaged in a lawful publicity campaign against non-union construction of K-Mart's projects they've ended up with a contract.

Carpenters in the Fifth District have been especially hard hit by K-Mart's non-union construction practices. In Iowa, Minnesota, and the Dakotas, one non-union firm has recently landed 8 of 13 K-Mart projects formerly done by union firms. Apparently, on many of these projects, the bid differences (union vs. non-union) were not appreciable.

C-VOC members and carpenters in Bismarck, Minn., and Fargo, ND; Sioux Falls, SD; and Willmar and Moorehead, Minn., have undertaken a long range leaflet campaign to inform the public that K-Mart's contractors are using substandard, non-AFL-CIO wage earners to undercut established local economic conditions. Bismarck, ND, Local 1091 business representatives report the leaflet campaign has been a rejuvenating experience for participating members.

"People around here haven't seen much of this before. The response from the general

Continued on Page 32

UBC ORGANIZING DEPARTMENT RETAIL CHAIN STORE SURVEY FORM

Clip and mail to: Organizing Dept., United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001

The Following Stores in In My Area:

Sears Roebuck & Co.

K-Mart Corp.

*Pay Less Drugs

J. C. Penny Co.

Montgomery-Ward

F. W. Woolworth

*Kinney Shoes

Dayton-Hudson

*Target Stores

May Dept. Stores

Wal-Mart

Zayre

Kings Dept. Stores

G. C. Murphy Co.

TG&Y Stores

ShopKo Stores

Other Major Dept. Store Projects in My Area:

Plan Upcoming
Constr/Renov,
Are Currently
Building
Have Recently
Completed Work
Union
Non-Union

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Additional Comments:

* large subsidiary of
above-listed company

Name _____

Local Union _____

City, State _____

Washington Report



ANTI-UNION ACTIVITIES

Ani-union forces, led by the National Right to Work Committee, are pulling out all stops in their legislative campaign to harass unions and weaken workers' rights.

Part of this effort involves an attempt to amend a federal anti-extortion law—known as the Hobbs Act—to make union members criminally liable for any acts of violence that occur during a lawful strike.

The bill (S.300) would single out union members for even minor picket line offenses. At the same time, the law would shield management from similar penalties even if they instigate an incident.

This change in the law would do serious damage to the labor movement:

- It could be used to deny striking workers their right to picket and engage in lawful activity.
- It would promote, not prevent, strike-related violence. Employers could easily use hired guns to provoke union members into committing wrongful acts.
- It would impose harsh penalties for minor offenses.

This would turn the Act into a tool to break strikes, jail union members and bust unions.

Passage of the bill would also place federal agencies, like the FBI, in the role of policing strikes and change the very nature of labor relations.

Courts have always said that the Hobbs Act was not intended to apply to strike situations, but the harassment continues.

NEW LABOR COMMITTEE

Four Senators have taken new seats on the important Senate Labor and Human Resources Committee.

Democratic additions are newly-elected Senators John Kerry (D-Mass.) and Paul Simon (D-Ill.). Simon compiled an impressive labor voting record during his ten years in the House of Representatives. Kerry is the former Lt. Gov. of Massachusetts.

Joining the Republicans are Sen. Strom Thurmond (R-S.C.) and Sen. Malcom Wallop (R-Wyo.). Both are right-wing conservatives who have consistently voted against workers' interests.

EMPLOYEE EDUCATION BILLS

An Internal Revenue Code section that has provided tax-free educational assistance for seven million American workers has been so successful it should be made a permanent part of the tax code, Senator Daniel Patrick Moynihan (D-N.Y.) said recently.

Sen. Moynihan, joined by Sen. Steven Symms (R-Id.) and nine other co-sponsors, introduced the Employee Educational Assistance Act of 1985, to make permanent the provisions of Section 127 of the Internal Revenue Code, otherwise due to expire on December 31, 1985.

"Section 127 has made the benefits of educational advancement more readily available to working Americans," Sen. Moynihan said in a statement. "Its benefits are unquestioned. It should be made permanent."

A companion measure was introduced in the House of Representatives by Rep. Frank J. Guarini (D-N.J.), who noted that employee participation in education assistance programs is three times greater when employers are not required to withhold income tax on the value of the education.

TRADE AID STILL NEEDED

The Trade Adjustment Assistance program the Administration wants to kill off "is needed more than ever," AFL-CIO Legislative Director Ray Denison has told Congress.

The existing program of cash benefits, training, job search help, and relocation allowances is scheduled to expire in September, and the Administration opposes its renewal.

Ending the program would be a double blow to the workers affected, Denison said in a letter to Rep. Sam Gibbons (D-Fla.), chairman of a House Ways & Means subcommittee on trade. Workers who "lost their jobs due to U.S. trade policies will now lose adjustment aid because of U.S. budget policies."

AFL-CIO HATCH ACT STAND

"The AFL-CIO is outraged at the Reagan Administration's political use of the Hatch Act," AFL-CIO President Lane Kirkland has stated. "A law intended to protect federal and postal workers from political exploitation by their supervisors has been turned upside down—with Reagan Administration officials attempting to protect themselves from voters who happen to be members of federal and postal unions."

"This prosecution strikes at the most basic principle of free association. Unions, like all other organizations in this society, have the right to speak out for candidates for political office without being subject to government reprisals. The Reagan Administration's misuse of the Hatch Act is merely the most recent example of its hostility to the rights of unions and their members."

"The labor movement has long taken the position that the Hatch Act is bad public policy because each citizen—including each federal and postal employee—should be encouraged to participate in public affairs. The Reagan Administration's attempt to apply that Act to union officers who are on long-

term, unpaid leaves of absence from the federal governments stretches the law far beyond all rational limits. The obvious intent of these prosecutions is not to protect the integrity of the public service but to limit the right of leaders of the largest unions in the federal sector to serve their members.

"The AFL-CIO stands ready to do all it can to help Kenneth Blaylock, Vincent Sombrotto, and Moe Biller fight this misuse of federal law."

JOB CORPS HEARINGS

Sen. Lowell Weicker Jr., R-Conn., Chairman of the Appropriations Subcommittee on Labor, Health and Human Services, Education and Related Agencies, today began the panel's review of the Administration's 1986 budget proposal, criticizing planned efforts to reduce Department of Labor spending by eliminating the Job Corps.

"The dollar amounts of the size usually confronted by this Subcommittee by themselves seldom represent an accurate picture of human needs," stated Sen. Weicker, pointing out that the Subcommittee last year approved spending of \$101.3 billion for the agencies under its jurisdiction. "And it is meeting human needs that this Subcommittee, perhaps more than any other, must address. We will determine in these hearings what the dollar amounts in these voluminous budget books actually portend for Americans seeking healthier, more productive and more fulfilling lives."

Undersecretary Ford B. Ford, currently acting Secretary of Labor, was the primary witness at the hearings. He defended the Administration's \$8.45 billion budget request for 1986, which includes no funds for the Job Corps. This residential program, which costs \$617 million in the current fiscal year, provides youths ineligible for any other type of federal aid with job training and placement services. Ford and the Administration maintain that the program is not cost-effective and that other federal and state programs serve the same purpose.

Weicker pointed out that while an individual "slot" for a Corps participant costs \$15,000 per year, several individuals may occupy that position in a given year. Thus, a more accurate figure for the cost of each participant is \$5,252, a number the Administration has used but does not highlight. Further, Weicker acknowledged Ford's statement that only 35% of the program's participants complete the program, but added that another 28% are placed for further education. Finally, the Chairman emphasized that the program serves children who are dramatically different than those aided by Administration-backed programs, such as the Job Training Partnership Act (JTPA).

"The Job Corps is a cut below the JTPA," said Weicker. "Here, we are dealing with youngsters from backgrounds of broken homes, alcohol, drugs, and arrests . . . the toughest part of society to deal with. That's the Job Corps."

"This is another instance in which savings are being achieved this year at a staggering out-year cost. My job is not to create crises, but anticipate them."

Ford indicated that no action to close the 107 Job Corps centers around the country will be taken until Congress acts, and Sen. Weicker told him that the odds are against Congress' terminating the Job Corps.

Members In The News

'Ultimate' Project



"Outside of building a skyscraper," says Robert N. Henderson of Cleveland, Ohio, a 45-year member of Local 105 and a pilot during World War II, "this airplane has to be the ultimate construction project!"

"This airplane" is a Christen Eagle aerobatic which Henderson and his son built from 28 kits in about 2000 hours. A world-class unlimited aerobatic plane, it has a 200 horsepower engine, and oil and fuel systems capable of unlimited inverted flight. The plane is also certified for every aerobatic maneuver and FAA approved.

Many techniques he had developed in framing houses and doing layout work were useful to Henderson in the project. The wings of this flying machine have spruce spars and ribs covered with stitched fabric covering. Flying wires give 12 G strength, making Robert Henderson's project one of the strongest planes in the sky.

LaPorte Member Saves Child

Leslie "Skip" Wilkey, a member of Local 1485, LaPorte, Ind., for over two decades, was recently in the limelight in his local newspaper, *The Times*, of New Buffalo, Mich., for his lifesaving actions.

Wilkey, a volunteer emergency medical technician, had changed his plans for a Saturday hunting trip and was at home when one-year-old Jason McColly and his frantic mother came running to his door for help. Wilkey said he used mouth-to-mouth resuscitation to revive the child, who had stopped breathing after he slipped into a bathtub.

"I'd decided against going deer-hunting that day," said Wilkey. "I had been thinking about going hunting all week. I guess the good Lord was looking after that boy." According to Wilkey, the near-drowning occurred shortly before noon when the boy's mother, who had been bathing another child, left the bathroom to get the child's clothes. Justin, who was fully dressed, got into the tub and slipped under the surface. The mother and her father didn't know what to do, but were aware that Wilkey was an EMT. They ran to his house, two doors away, with Justin. There was no pulse, and the child was not breathing. Within 90 seconds after Wilkey began mouth-to-mouth resuscitation, Justin was breathing on his own.

Bey Loses to Larry Holmes

David Bey, a member of Piledrivers Local 454, Philadelphia, Pa., lost to World Heavyweight Champ Larry Holmes in that title bout in Las Vegas, March 15, which we reported in our March issue. Holmes scored a TKO in the 10th round and announced his retirement.

Ottawa Report



JOINT SAFETY PROGRAM

In an effort to increase the safety knowledge of its members, Ontario millwrights and its employers have decided to set up a new accident prevention education program.

When the program comes on-line this fall, the millwright industry will become the second trade in Ontario to offer this type of program. In 1983, the electrical industry set up the first accident prevention education program.

Ted Ryan, secretary-treasurer of the Millwrights District Council of Ontario, said the council and the Association of Millwrighting Contractors of Ontario Inc. are currently establishing the joint committee which will work with the Construction Safety Association of Ontario (CSAO) to develop and administer the program.

NUMBER IN POVERTY

More than 5.6 million people lived in poverty last year, according to calculations by Liberal Senator David Croll based on a formula adopted by the Senate committee on poverty in the 1970s.

The Senate formula is different from that used by Statistics Canada to calculate the number of people living in poverty.

Statistics Canada announced last year that almost 4.3 million people, or 17.8% of the population, fell below the poverty line.

The Senate poverty level is about 50% of the average Canadian income, adjusted for family size, inflation, and gross national product.

The Statistics Canada formula says that families spending 62% or more of their income on food, housing, and shelter live in straitened circumstances. As well, the Statistics Canada poverty line varies according to the size of the community in which a family lives.

According to Croll's figures, more than one million, or 40.3% of, single people fell below the Senate poverty line.

For families of two or more people, there were 1.4 million families, or 21.8% of the total, living below the poverty line, according to Croll's calculations. Statistics Canada showed almost one million families, or 14.6%.

QUEBEC COMMON FRONT

The common front of unions representing 360,000 public service workers in Quebec has demanded a meeting with Premier René Lévesque and has planned a day of protest against legislation to change the way labor contracts are negotiated.

"The elements are there for a real debate between us on the system of negotiation," common front spokesman Robert Gaulin, an advisor to the Centrale de l'Enseignement teachers' union, told Mr. Lévesque in a recent letter.

The letter was sent as representatives of 19 labor organizations met in the provincial capital. The common front was formed in December after Treasury Board President Michel Clair announced legislation was being drafted to modify the way contracts with public service workers are negotiated.

The legislation, which would ban strikes on monetary issues, is aimed at ending the cycle of confrontation, strikes and imposed contracts that have plagued negotiations every three years since the existing system began 20 years ago.

The last round of negotiations, in 1982, ended when the Government cut salaries, banned strikes for three years and imposed contracts on the public servants. The contracts expire in December.

The legislation also would transfer negotiation of non-monetary issues to the local level where disputes would be settled by mediators or arbitrators.

NEW JOBS STRATEGY

Employment minister Flora MacDonald unveiled the Tories' employment and training agenda as the centrepiece of a recent meeting of First Ministers in Regina.

The new training strategy enshrines the following goals:

- Lifelong training and development will be the new Tory philosophy. Job creation and training programs will be re-worked to reflect this. Employees facing major, mid-career disruptions as the result of technological change should be the main beneficiaries, but it's also expected to pay off for school leavers and those who periodically want to upgrade their skills for the same job.

- This emphasis on "lifetime learning" is likely to mean more and more workforce disruptions as employees move in and out of the corporate world. Consequently, MacDonald's officials foresee a much larger role for the private sector in devising (and helping to pay for) training programs. The underlying message from the Tories is that employers should not rely so much on Ottawa to solve their own training difficulties.

- To help pay for a lifetime training system, MacDonald will likely have to look for cuts in some of her department's four main training programs, particularly those devoted to the development of basic job skills such as language and arithmetic. She is also thinking about shifting some of the \$1 billion direct job creation program budget into training schemes.

Organized labor, including McCambly's group, favors a grant-levy system under which all businesses would be taxed to pay for a national training scheme. Only those companies that trained their employees would then be eligible for grants.

Delta Tools Fights Taiwan Counterfeits

In an effort to restrict the unlawful imports of Taiwanese copies of its woodworking machines into the United States market, Delta International Machinery Corp. (formerly Rockwell International Power Tool Division), located in Pittsburgh, Penn., proceeded with an action before the International Trade Commission. On February 6, 1985, Judge James Timony rendered an initial determination in Delta's favor on all issues tried by Delta in the action.

The Judge's decision found that a number of Taiwanese manufacturers and domestic importers have been violating Delta's trademark and patent rights by manufacturing and marketing facsimile copies of Delta's products in the U.S. market. J. R. Collins, President of Delta International Machinery Corp., also advised that settlement agreements have been achieved with numerous foreign manufacturers and domestic importers, and that consent orders have been issued by the ITC which will require changes to the import products so that they do not resemble the distinct appearance of Delta's product line. The ITC action involved issues of trademark infringement, patent infringement, and other acts of unlawful competition which have resulted in lost sales of several of Delta's products.

The Judge's decision is now awaiting a response from Commissioners of the ITC. According to W. E. Bair, Vice President of Sales, Delta is seeking a general exclusionary order barring the import into the United States of all infringing woodworking machines.

Delta International Machinery Corp., a subsidiary of Pentair, Inc., of St. Paul Minn., manufactures a complete line of machinery for use in industry, building and construction trades, schools, and home shops.

Labor Songfest Set For May 12-14

This year's Great Labor Song Exchange will be held May 12-14 at the George Meany Studies Center in Silver Spring, Md., near Washington, D.C.

Last year, more than 50 union members from across the country participated in workshops which included the history of labor music, songwriting, and skit-producing around the themes of build the union and support the picket line. Activities included song swaps, informal jam sessions, and a concert by the participants.

"You don't have to be a musician" to take part, said labor singer-songwriter Joe Glazer, who helped start the Labor Song Exchange in 1979. "If you can write, sing, or hum a labor tune, we invite you to attend this unique event," he said.

Union members are urged to ask their unions to sponsor their attendance. For registration forms and further information, write the Labor Heritage Foundation, 815 16th St., N.W., Room 301, Washington, D.C. 20006.

'American unions believe in growth'

George Will, the conservative commentator and columnist, is often on the opposite side of issues from labor unions. One of his recent commentaries, however, is of interest to union members. It was broadcast March 4 on ABC World News Tonight:

ANNOUNCER: From ABC News, this is World News Tonight with Peter Jennings . . .

JENNINGS: Our commentator, George Will, is with us this evening and he has some comments about unions on both sides of the Atlantic. George.

WILL: Peter, Mrs. Thatcher, obviously, has been very lucky in the enemies that history has handed her. First, the Argentine generals, then now a man like Mr. Scargill. But this is a night, perhaps, for Americans to think how lucky we are in the kind of labor unions we have.

British unions are, strictly speaking, many of them, reactionary. They don't believe in economic growth, they're afraid of change, they want to argue about how to carve the economic pie. American unions believe in growth by and large and want to bake a bigger pie.

It's a mystery to me, Peter, why so many conservative American businessmen complain about American unions. The principal effect of American unions has been to increase the purchasing power of American men and women. What do they buy? They buy what conservative American businessmen are selling. In the 1930s, we had a great many radical unionists in this country. Now, thanks to the unions, they have the money to buy a home in the suburb, maybe a cottage by the lake, a camper to drive to and from their home and their cottage, yet.

JENNINGS: George, let me ask you a question. How much do you think this has to do with the fact that we are one class, essentially, in this country and Britain is really still divided very much into two classes?

WILL: I think it has a great deal to do with that, Peter, but again I think American labor unions get a large share of the credit for making us a middle-class country.

JENNINGS: George, thank you very much, indeed . . .

Highlights of last year's Song Exchange were videotaped and the tape is available for viewing by local unions or members with VHS equipment. Write *Carpenter* magazine for information regarding the loan of the tape.

Shared Ownership for High-Tech Firms

A new study by the National Center for Employee Ownership indicates that high-tech companies that share ownership with most or all of their employees grow two to four times as fast as high-tech firms in which employees do not own stock. The study, commissioned by the National Venture Capital Association, confirms previous studies that also show the employee ownership is associated with corporate success.

The study was based on survey results from 364 electronics and computer industry firms. The companies provided sales and employment data from 1978 through 1984 (or from when they started until the present, if they started after 1978). These results produced median annual sales growth rates and median annual employment growth rates. The companies were then divided into those firms that provided ownership primarily to management and other key employees, those that provided ownership to at least half the employees, and those that did not provide any employee ownership.

The median sales growth rates of the companies with the broadest employee ownership was 89%/yr., while the median employment growth rate was 79%/yr. The companies with no employee ownership, by contrast, had a sales growth rate of 45% and an employment growth rate of 20%. Companies that made ownership available only to key employees had growth rates somewhat below the no ownership firms.

Helping Hands Now \$168,000

At last report, the United Brotherhood's charitable fund, Helping Hands, had reached \$167,966.83 in total contributions. Funds are still being received at the General Office in Washington, D.C., addressed to Helping Hands, United Brotherhood of Carpenters and Joiners of America.

Among the recent contributors are the following:

Local 7, H.V. Forsen
Local 8, Paul and Elizabeth Anderson
Local 22, Ed and Fran Vella
Local 230, James Joyce
Local 296, K. Wm. and Agnes Thorden
Local 359, Harvey Heinly
Local 1401, Michael Popiela
Local 1752, Alex Molina
Local 1889, Steve Puttroff
Local 2264, Ed Mialki
Local 1281, Anton Shosten
Local 2250, Harry A. Nielsen
Daniel Somers
Susan Louise Deroos
Covert (Yuma, Ariz.)
Paul Zlokas
Paul and Kathleen Peck
George and Patricia Barnes
Alice Blinzley
Robert Hayes
Wm. and Rosemary Harrington
Gary and Maria Cocker
Frances Bivens

Donations can be sent to *Carpenter* Helping Hands, Inc., 101 Constitution Ave., N.W., Washington, D.C. 20001.

UBC Councils Promote Union-Built Homes

A growing "affordability gap" throughout the nation is affecting the ability of middle and low-income families to purchase homes. Between 1908 and 1984, new housing and mobile home units built were far below the level of need, as the number of new units averaged only 1.5 million per year.

In order to make up for the units that were lost to demolition and other causes, to allow for population shifts, and to make up for units not built in the last recession, about 2.1 million homes and apartments must be built per year in the remaining years of the 80s. And this is a minimal number. However in 1984, high mortgage interest rates slowed housing sales, leading to a decline in homebuilding, and increasing the squeeze of the housing crunch.

Yet the current U.S. Administration seeks additional cuts in housing and community development programs that would set back needed growth in the supply, intensifying the national housing problem in future years. The results of this situation are far-reaching, but most carpenters don't need to reach very far to feel the crunch. They are being hit in their homes—the homes they build, that is.

In reaction to the rising prices and unaffordable mortgage rates, many consumers are turning to non-union-built homes, finding their lower prices more attractive. Of course, they may not be cognizant of the fact that these lower prices are possible because lower quality materials and workmanship are being used in construction.

Across the country UBC locals are finding this kind of competition, and gearing up to fight it with their best weapon—an educated buyer. One local discovered the success of leaflets that outline specific problems consumers should be aware of when inspecting a home. For another local a picket line was effective in bringing some non-union contractors to the union side, and getting them to sign an area union agreement. Still others have discovered that merely spreading the word about quality union contractors and construction benefits has paid off. In any case, the picture is clear—we need to remind our neighbors, our customers, that union-built homes are the best buy.

A truth that needs to be shared with the public is the percentage of purchase price that actually goes to labor costs. Many buyers feel that buying a non-

union home will save them big money, but, in fact, the labor costs are only a small fraction of the total cost. Since 1949 when on-site labor and material costs were a booming 45% of a new home's cost, they dropped to 22.5% in 1969 and are now about 12%. The price of land and interest costs are driving new home prices up, not labor. We may know this, but consumers may not, and they may not realize what their labor dollars are going for—thoroughly trained craftsmen, who are state certified.

From Southern California to the Twin Cities, from Chicago to St. Louis, up and down the country, members are gathering information and promoting their work to the public. The Chicago and Northeast Illinois District Council recently scored a victory through its efforts to inform consumers and promote union-built homes. Called the "Parade of Action," they set out to assert the cause of organized labor: "A fair honest wage for quality construction." During the Parade of Homes, sponsored by the Homebuilders Association of Greater Chicago and the Northern Illinois Homebuilders Association, local members stood by, handing out leaflets and buttons that told the



During Chicago's Parade of Homes, many potential buyers were greeted by union members advocating the value of their work. UBC members were involved in their own parade, the Parade of Action. This effort paid off—most buyers quickly saw the advantages of union construction.

BUY UNION BUILT HOMES

70,000 attendees which homes were built by union craftsmen. As a special attraction, each day an airplane soared through the skies advising those watching to "Buy Union Built Homes." The plane attracted many more potential home buyers to the event.

The results of these efforts were well worth it. *The Chicago Tribune*, the Home Builders Association, and the local union all conducted surveys showing that union-built homes far out-ranked those that were not. In the *Tribune* poll, the top five homes were union built. The public only needed some information to make the right choice, and the local unions provided it.

With fewer families owning their own homes—a recent Department of Health and Human Services Consumer Finances Survey revealed that only 60% of American families owned in 1983, down from 65% in 1977—and government efforts to cut housing development, we must take a stand for ourselves. UBC members must not just build homes, but promote their products and their value. Consumers in the know chose the best value—a union-built home.

Members take to the streets to show consumers the quality and value offered by skilled craftsmen.



Twin Cities Council Helps Buyers Beware

Do the doors and windows rattle, bind, squeak, fail to latch, drag, warp, or leak? Do the floors or stairs creak, sag, or shake when walked upon?

Are there cracks in block walls, basement and garage floors, front steps, patio, sidewalks, apron, shelves, cabinets, or trim? On the wall and ceiling surfaces are there nail pops, visible joint lines, stains, water marks, cracks, or trowel marks?

Thanks to the efforts of the Twin Cities Carpenters District Council of Minneapolis-St. Paul, Minn., over the past two years, consumers in the Minneapolis area can shop more knowledgeably for a new home. And, armed with this success, the council is preparing for its third year at the Twin Cities Parade of Homes. The Parade showcases new homes throughout the area annually. Last year and the year before, members of the UBC stationed themselves at various locations to pass out full-color brochures describing the virtues of union-made homes, and warning prospective buyers of construction flaws to beware of in cheaper construction.

Since some of the homes on view are bound to be non-union and others union-built, the purpose of the leaflets is consumer information. They are a positive attempt to inform the public. They have also served as an organizing tool in past years, bringing seven or eight contractors in to talk with the union. Union construction quality is stressed; prospective buyers are reminded in the pamphlet that a home is a life-long investment, and should be built by trained, skilled craftsmen who have completed a state-certified training program. And included in the brochure is a list of Twin City union contractors and subcontractors.



Personality Mailboxes Dot the Land

... as carpenters, skilled and amateur, await the letter carrier

by Grover Brinkman

The advent of spring is that magic period on the calendar that urges one to paint-up, fix-up, and clean-up the local scene. And the postal authorities get into the act as well, urging all rural mailbox owners to check their individual boxes, to see that they meet federal specifications, paint them if needed, update them in any way to make the rural postal service even better.

And that brings into focus the many "personality mailboxes" that dot the rural highways of the nation, products of the owner's carpentry.

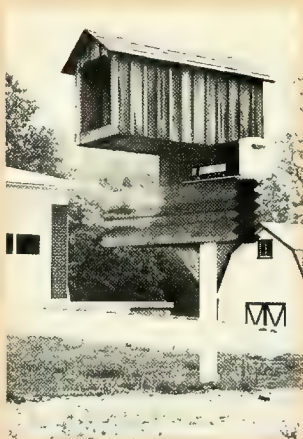
It isn't necessary to contrive a decorative box as shown here, but if you're inclined to have a mailbox that has its own personality, and projects your own as well, Uncle Sam doesn't care, provided you stay within certain physical specifications.

The postal manual says that rural mailboxes
Continued on Page 38

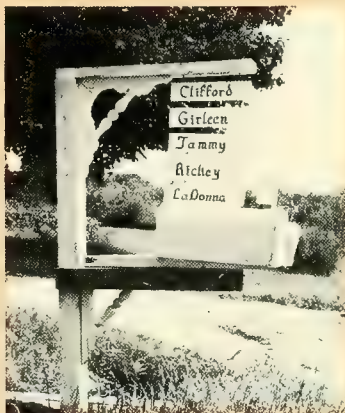
- 1 Unbelievable, but the post started to grow! It was photographed in Illinois.
- 2 A chain-saw totem pole—this unusual mailbox is in Trenton, Ill., commanding quite a bit of attention, a bit of unusual chain saw art.
- 3 Near the Bollman home at Chester, Ill., a covered bridge spans Mary's River. Here it is reproduced as part of a mailbox motif.
- 4 Photographed on a Western Indian reservation, this box incorporates a cedar stump and native woods for its design.
- 5 All of the family are represented on this Midwest mailbox.
- 6 An old farm grindstone is incorporated into this mailbox design at Rockome Gardens, Arcola, Ill.
- 7 Two boxes are incorporated here, under a protecting roof. Photographed in Randolph County, Ill.
- 8 Only a western rancher would dream up this one!
- 9 This box, photographed at Lawrenceville, Ill., is typical of a farmer's effort to create a vision of nostalgia through his mailbox.
- 10 Herman Morrill, Carmi, Ill., maker of huge animals out of concrete, uses an elephant of his creation to hold his mailbox.



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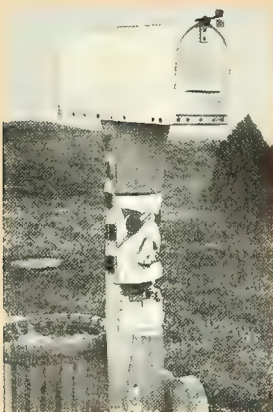
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Seafarers Endorse 'American' Tuna

The Seafarers International Union has joined with C.H.B. Foods, Inc., of Terminal Island, Calif., to promote a new product line of totally American canned tuna fish.

SIU President Frank Drozak reported to the AFL-CIO Executive Council that members of the union had accepted a \$1-an-hour wage rollback to be matched by the company to promote the new "American" brand tuna and narrow the market advantages enjoyed by foreign producers.

Drozak reported that the company also will operate a fleet of unionized fishing boats to supply its Terminal Island cannery operations. The "American" tuna is the only brand packed exclusively in the continental United States by a national tuna company, he said.

If the campaign succeeds, Drozak said, it could lead to the reopening of another cannery that has been idle for three years, providing the job opportunities for an additional 1,000 workers. It would also help revitalize the domestic tuna boat fleet and other support industries.

Support Table Grape Boycott

The United Farm Workers' campaign to get consumers to look for the UFW union label before buying table grapes has been endorsed by the AFL-CIO.



The AFL-CIO Executive Council condemned the "union-busting and illegal activities" of California vineyard and farm employers who have refused to negotiate contracts with some 36,000 UFW members.

The heightened "employer disregard of the law is directly traceable to the failure of Governor (George) Deukmejian's Administration to enforce the 1975 Agricultural Labor Relations Act," the council charged.

Under Deukmejian's Administration, the council said, newly appointed members of the Agricultural Labor Relations Board have reversed longstanding policy decisions, enforcement has been curtailed with the enforcement agency's budget and staff levels severely cut, and services that helped farm workers to exercise their rights have been discontinued.

Deadly Game

Kids Race Closing Garage Doors; 21 Have Died in 13 States Since 1981

Children playing games with automatic garage doors are playing with their lives, government safety experts warn. In the last four years, 21 children have died in garage door accidents.

Reconstructing the accident scenario, officials of the U.S. Consumer Product Safety Commission said children activate the open garage door, then try to race out of the garage to beat the door before it closes. Deaths have been reported in 13 states.

Fatalities occur when the descending door strikes the child, often pinning the victim to the ground, the agency reports. Even doors equipped with an automatic reverse feature have been involved in fatal accidents.

Officials said children should be prohibited from playing in the garage unless there is adult supervision at all times. Apart from this, wall-mounted switches which activate the garage doors should be relocated out of children's reach; remote control devices used by the driver to engage the garage door mechanism should be locked in the glove



compartment to prevent use by the children.

Parents are reminded to review their owner's manual for specific instructions on periodically checking the automatic reverse function and on adjusting the sensitivity of the garage door mechanism.

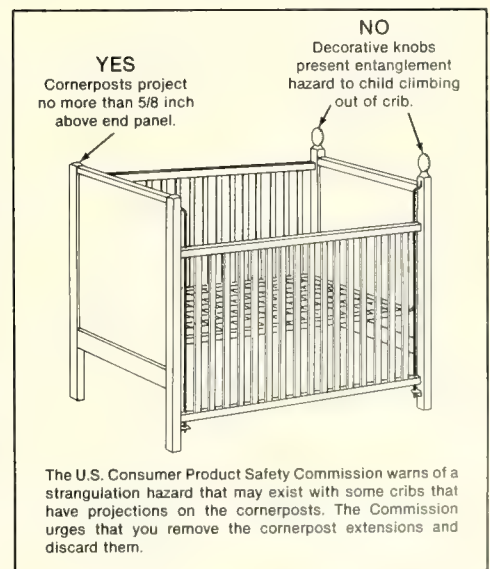
No Pacifiers Around The Neck

Cornerposts on Some Baby Cribs May Be Dangerous for Your Child

The U.S. Consumer Product Safety Commission warns of a strangulation hazard that may exist with some cribs that have projections on the cornerposts. Decorative knobs or cornerposts which extend above the crib end or side have caught clothing, necklaces, and pacifier cords as the child moves about in the corner areas of the crib. These knobs or posts have been implicated in two cases of brain damage and 33 deaths due to strangulation. **The Commission urges that parents never tie pacifiers around a child's neck.**

Crib manufacturers, after being alerted to this hazard by the CPSC, have been working toward a voluntary standard that will restrict the height of crib cornerpost extensions to less than $\frac{1}{8}$ inch unless the posts are high and the tops are out of reach of a child, such as where the posts are supports for a canopy. Most crib manufacturers have already ceased to produce cribs with post extensions. However, there may be thousands of such cribs still in consumers' homes, at garage sales, or in second-hand furniture stores.

If you already own a crib with cornerpost extensions more than $\frac{1}{8}$ inch in height, the Commission urges that you remove the extensions and discard them. Some may be removed merely by unscrewing, while others may have to be sawed off and sanded smooth.



If you are purchasing a new or used crib, look for one that has cornerpost extensions less than $\frac{1}{8}$ inch above the top edge of the end or side.

For more information on crib safety, consumers may call the Consumer Product Safety Commission's toll-free number, 800-638-CPSC. A teletypewriter number for the hearing impaired is 800-638-8270 (Maryland only, 800-492-8104).

WORKERS' CLINICS

Who You Can Turn To . . .

Where can you turn when you need a doctor who knows about job-related health problems and is interested in helping workers?

In many parts of the United States and Canada, you can now get sympathetic medical help at a workers' clinic.

Most of these clinics have been set up in the past few years. Some have the direct backing of the central labor council or local unions. Whereas most doctors receive little training in occupational health (usually 4 hours out of 3 years in medical school), these clinics have specialists who know how to relate disease to possible exposures in the workplace.

The services provided by workers' clinics vary, but often include the following:

- Tests of individual workers to find illnesses and to determine whether the illnesses may be job-related and what type of doctor, if any, can provide treatment.
- Tests of groups of workers who all work at the same place or in the same kind of work to see whether their jobs are causing similar health problems.
- Advice on how job hazards can be controlled, or referral to experts who can help.
- Advice of workers' compensation and other legal rights, or referral to experienced lawyers.
- Medical testimony in workers' compensation cases.

The clinics give workers an alternative to relying solely on company doctors or on family doctors who may know little about job-related causes of disease.

Financing arrangements vary from clinic to clinic. Most rely on a combination of insurance coverage for individual patients and contracts or grants negotiated with employers by unions or provided by public agencies.

If your local is interested in helping to set up a workers' clinic, staff at most of the clinics on the list below will be glad to talk to you or send you information.

Many of the clinics listed serve a large geographical area, not merely the city in which they are located.

This list may not be complete so you may also want to check with your union or central labor council to find out if

there is a clinic in your area.

Residents of coal communities can obtain a list of community clinics in their areas from the United Mine Workers Department of Occupational Health, 900 15th Street, N.W., Washington, D.C. 20005.

If you know of occupational health

clinics in your area that you would recommend, or if clinics on this list were not helpful, please send that information to the UBC Department of Occupational Safety and Health (101 Constitution Avenue, N.W., Washington, D.C. 20001) so we can keep our list up-to-date.

OCCUPATIONAL HEALTH CLINICS

ALABAMA

University of Alabama in Birmingham
Department of Preventive Medicine
University Station
Birmingham, AL 35290
Phone: (205) 934-3441

ALASKA

Occupational Health
Alaska Dept. of Labor
P.O. Box 1149
Juneau, AK 99802
Phone: (907) 465-4855

ARIZONA

University of Arizona Employee
Occupational Health Service
Department of Family and Community
Medicine
University of Arizona Health Sciences
Center
Tucson, AZ 85724
Phone: (602) 626-6709

EPOCH Clinic
University of Arizona
1450 N. Cherry Avenue
Trailer #2
Tucson, AZ 85712
Phone: (602) 621-2211

CALIFORNIA

Occupational Health Clinic
San Francisco General Hospital
1001 Potrero Avenue
San Francisco, CA 94110
Phone: (415) 821-5391

Barlow-U.S.C. Occupational Health
Center
2000 Stadium Way
Los Angeles, CA 90026
Phone: (213) 250-4200

U.S.C. School of Medicine
Preventive Medicine Dept.
2025 Zonal Avenue
PMB B-202
Los Angeles, CA 90033
Phone: (213) 224-7311

COLORADO

Occupational Medicine Clinic
National Jewish Hospital and Research
Center
3800 E. Colfax Avenue
Denver, CO 80206
Phone: (303) 398-1525

CONNECTICUT

Yale Occupational Medicine Program
333 Cedar Street
New Haven, CT 06510
Phone: (203) 785-4197

ILLINOIS

Occupational Medicine Clinic
Cook County Hospital
720 S. Wolcott
Chicago, IL 60612
Phone: (312) 633-5310

Northwestern Memorial Hospital
Department of Medicine
Pulmonary Medicine—Dr. Lewis Smith
Allergy & Immunology—Dr. Roy
Patterson
General Medicine—Dr. John Clark
259 E. Erie
Chicago, IL 60614
Phone: (312) 908-2000

Health & Medical Policy Research Group
220 S. State Street
Chicago, IL 60614
Phone: (312) 922-8057

Employee Health
St. Mary's Hospital
2233 W. Division
Chicago, IL 60622
Phone: (312) 770-3240

IOWA

Department of Preventative Medicine and
Environmental Health
Pulmonary and Occupational Medicine
Clinic
University of Iowa
Iowa City, IA 52240
Phone: (319) 353-8995

KENTUCKY

Occupational Medicine Clinic
Albert B. Chandler Medical Center
University of Kentucky College of
Medicine
MC 129X
Lexington, KY 40536-0084
Phone: (606) 233-5166

University of Kentucky Medical Center
Pulmonary Division
800 Rose Street
Lexington, KY 40536
Phone: (606) 233-5419

LOUISIANA

Ochsner Clinic
Riverfront Center for Occupational
Medicine and Environmental Health
625 Jackson Avenue
New Orleans, LA 70130
Phone: (504) 587-0302

MARYLAND

Occupational Medicine Clinic
Baltimore City Hospital
4940 Eastern Avenue
Baltimore, MD 21224
Phone: (301) 396-8058

MASSACHUSETTS

Occupational Health Clinic
Norfolk County Hospital
2001 Washington Street
So. Braintree, MA 02184
Phone: (617) 843-0690

Occupational and Environmental Health
Center
Brigham and Women's Hospital
721 Huntington Avenue
Boston, MA 02115
Phone: (617) 732-5983

Occupational Health Program
c/o Pulmonary Unit
Massachusetts General Hospital
Boston, MA 02114
Phone: (617) 726-3735

Occupational Medicine Clinic
Cambridge Hospital
1493 Cambridge Street
Cambridge, MA 02139
Phone: (617) 498-1024

Occupational Health Service
Department of Family and Community
Medicine
University of Massachusetts Medical
Center
55 Lake Avenue N
Worcester, MA 01605
Phone: (617) 856-3959

MICHIGAN

Occupational Medicine Clinic
Department of Environmental and
Industrial Health
School of Public Health
University of Michigan
109 S. Observatory
Ann Arbor, MI 48109
Phone: (313) 764-2594

NEW JERSEY

Dr. Susan Daum
130 Kinderkanack Drive
P.O. Box 4337
Riveredge, NJ 07661
Phone: (201) 487-7337

Occupational/Environmental Disease Clinic
New Jersey Department of Health
Trenton, NJ 08625
Phone: (609) 984-1863

Occupational and Environmental Medicine
Clinic
Rutgers Medical School
Box 101
Piscataway, NJ 08854
Phone: (201) 463-4771

Occupational Medicine Group
714 Broadway
Patterson, NJ 07514
Phone: (617) 684-5077

Environmental Health Associates
135 Raritan Center Parkway
Edison, NJ 08837
Phone: (201) 225-5454

NEW MEXICO

New Mexico Occupational Health Program
Family Practice/Psychology Bldg.
University of New Mexico School of
Medicine
Albuquerque, NM 87131
Phone: (505) 277-3253

NEW YORK

Montefiore Medical Center
Occupational Health Program
111 E 210th Street
Bronx, NY 10467
Phone: (212) 920-6204

Mt. Sinai Medical Center
Occupational Medicine Clinic
100 St. and 5th Avenue
New York, NY 10029
Phone: (212) 650-6174

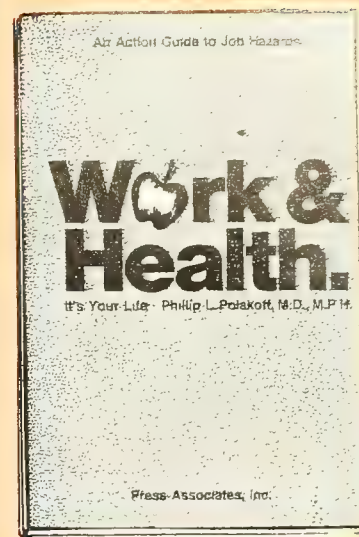
OHIO

Occupational Health Clinic
University of Cincinnati Medical Center
Mail Location 536
234 Goodman Street
Cincinnati, OH 45267
Phone: (513) 872-5284

Greater Cincinnati Occupational Health
Center
2450 Kipling Avenue
Suite 103
Cincinnati, OH 45239
Phone: (513) 541-0561

OREGON

Occupational Health Clinic
University Hospital Ambulatory Care
Center
The Oregon Health Sciences University
3181 SW Sam Jackson Park Road
Portland, OR 97201
Phone: (503) 225-7967



WORK and HEALTH

New Book on Job Hazards

Readers of the *Carpenter* magazine are familiar with Dr. Phillip Polakoff's column on health and safety. Many of his articles have been published in the "Consumer Clipboard." His articles are well-written, often explaining complex medical concepts in easy-to-understand language. Now this valuable resource has been collected into the book *Work and Health, It's Your Life: An Action Guide to Job Hazards* (\$7.95, Press Associates, Inc., Suite 632, 806 Fifteenth St., N.W., Washington, D.C. 20005.)

Dr. Polakoff begins the book with a discussion of "Job Safety and Health Issues" such as accident causation, workers compensation, and the right to a safe workplace. He then reviews common perils in the workplace from chemical hazards (asbestos, silica, cotton dust, carbon monoxide, welding fumes, formaldehyde, pesticides, solvents, etc.) and physical hazards (noise, radiation, heat stress, cold work, vibration, carpal tunnel syndrome) to stress on the job. He discusses the medical aspects of how these hazards affect the body. Controlling hazards is his next chapter which includes a discussion of protective equipment, air sampling, contract language, and health and safety committees. Lastly he discusses health promotion activities such as regular check-ups, good diet, and health cost containment.

The book also includes a 25-page resource section with addresses for OSHA, EPA, NIOSH, MSHA, and COSH groups (local committees on occupational safety and health). This covers a lot of ground for such a short book (200 pages), but it does it well. Each topic is covered clearly and concisely. It is one of the best general books on job safety and health available and would make a valuable addition to any safety and health committee library.

Continued on Page 32

We Need Your Opinions

Should Your Scaffold Be Guarded?

Scaffold safety is one of our major concerns at the UBC. Each year our members die or get seriously injured in scaffold accidents. Too often those scaffolds were not guarded. Some were not guarded because of inadequate attention to safety by the contractor or employer. Others were not guarded because the OSHA regulations did not require it. In 1971, when OSHA began,

all scaffolds 6 ft. or higher had to be guarded (unless the scaffold was less than 42 inches wide or long, in which case the requirement was 4 ft.). In 1972, after a public hearing, the requirement was raised to 10 ft. As we reported last November, a Bureau of Labor Statistics study recently showed that most falls were from less than 10 ft.

OSHA is now revising its scaffold

standard. One of the issues to be addressed is: how high should a scaffold be before it needs to be guarded? We plan on being your advocates for safer requirements, but we need member feedback. Please fill in this brief survey and return it to the UBC Department of Occupational Safety and Health, 101 Constitution Avenue, N.W., Washington, D.C. 20001 by May 15th.

Scaffold Survey for the Carpenter Magazine

Name _____

Address _____

City _____ State _____ Zip Code _____

Local Union # _____

____ Industrial ____ Construction ____ Residential
____ Shipyard (type) ____ Commercial
____ Other _____

Have you ever had a scaffold accident? Yes ____ No ____

If yes, when _____ 19 ____

At what height were you working?

____ less than 3 ft. ____ 10 to 14 ft.
____ 3 to 4 ft. ____ 15 to 19 ft.
____ 5 to 9 ft. ____ 20 ft. or over

Were you seriously injured? Yes ____ No ____

Did you lose time from work? Yes ____ No ____

If yes, how many days? ____

Were you hospitalized? Yes ____ No ____

If yes, how many days? ____

Were there proper guardrails in use at the time?

Yes ____ No ____

If no, why not?

____ not high enough
____ not required by employer
____ other _____

Which of the following contributed to your fall?

____ lack of guardrails

____ poor scaffold construction (loose or missing planks, etc.)

____ weather conditions (wind, rain)

____ new on the job

____ slippery conditions

____ scaffold not inspected prior to use

____ inadequate safety training

____ inadequate supervision

____ other _____

Are you aware of any other scaffold accidents to your co-workers?

Yes ____ No ____ If yes, at what height were they working?

____ less than 3 ft. ____ 10 to 14 ft.
____ 3 to 4 ft. ____ 15 to 19 ft.
____ 5 to 9 ft. ____ 20 ft. or over

If OSHA were to change the requirements to guarding scaffolds, above what height should all scaffolds be guarded?

____ 3 ft.
____ 4 ft. (requirement now if scaffold is less than 42 inches wide or long)
____ 5 ft. (requirement now in shipyards)
____ 6 ft. (OSHA requirement in 1971-1972)
____ 7 ft.
____ 8 ft.
____ 9 ft.
____ 10 ft. (current requirement in industry or construction)
____ all scaffolds regardless of height (required now for work over water)

The United Brotherhood of Carpenters and Joiners of America is preparing a report for the National Institute of Occupational Safety and Health (NIOSH) which will identify the high hazard tasks of carpenters. NIOSH will then use this information to find ways of controlling these hazards, making carpentry safer. Please help us out in this effort by telling us the high hazard tasks you face each day on the job below.

Which job tasks do you feel are the most hazardous (i.e. those during which you are most likely to get hurt). (A job task would include activities such as: installing dry wall, cutting rafters, scaffold erection). Briefly describe the hazards of those jobs. _____

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

ARMY MEDALIST

Martin Mendibles, son of Frank Mendibles, Local 42, San Francisco, Calif., was recently awarded the Army Achievement Medal for



Mendibles

Distinguished Service as a medical corpsman during an emergency fire exercise at Fort Bragg, N.C. Specialist Fourth Class Mendibles was cited for valor and professionalism in the treatment of an infantryman who was accidentally struck and severely injured by two M-16 rounds. Mendibles had earlier received a commendation for his service in Grenada with his military unit. He served three weeks on that island during the military there.

PROJECT RETURN

Various local unions and apprenticeship programs throughout the country have participated in volunteer service projects recently. Local 210, Western Conn., is the latest to offer its construction prowess in the renovation of an old home. The home is to be used as a residence for young women with emotional problems who would otherwise require hospitalization. Project Return sponsors the home and made the request for help.

Local 210 applied for a grant from the Private Industry Council of Fairfield County to provide instruction and materials for training 30 people who wanted to be carpenters. These recruits cleared away rotting porches and rebuilt them, rebuilt the foundation, replaced sills, tore out and restored the kitchen joists and floor, removed crumbling plaster walls, strengthened the rafters, and performed other jobs to prepare the house for insulation, sheetrock, and trim. Seven of these recruits have enrolled as apprentices in the local's program, and the house for Project Return is on its way to completion.

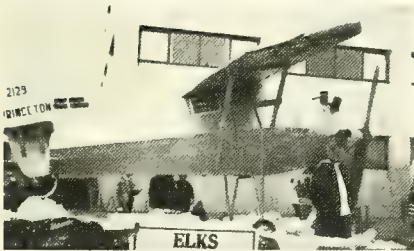


AID DIABETES UNIT

An exchange of donations, plaques, and appreciation marked a recent Local 203, Poughkeepsie, N.Y., dinner dance. Stewart Malcolm, business representative, presented a \$8,800 check to Harvey Travis of the Dutchess County Juvenile Diabetes Foundation, and Travis gave Malcolm a plaque in gratitude for the local's efforts. The funds for the donation were raised through the banquet journal and a raffle. Pictured are, from left, Travis and Malcolm.

Last September, the local union's apprenticeship training program also aided the Juvenile Diabetes Foundation. Apprentices built a salt-box-style shed which was raffled off during a special golfing event and raised \$800 for the organization.

MUMMERS WINNER



A team effort of Robert Moore, Local 781, Princeton, N.J., and Jerry Wood, Local 31, Trenton, N.J., and the Princeton Elks brought forth this float, which placed eighth in the Philadelphia Mummers Parade.

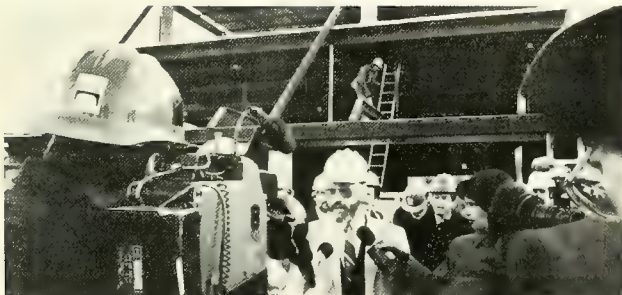
Called "the Spirit of Elkdom," the airplane model atop the float was of the same design as Lindburgh's "Spirit of St. Louis." It promoted the Elks' Crippled Children Program. The Annual Mummers Parade is held traditionally on New Year's Day.

AUXILIARY SUPPORT



The members of Ladies Auxiliary No. 875 have made themselves known in Milwaukee, Wis., by their generosity to students in the form of scholarships and to local charities in the form of donations. The auxiliary recently presented a \$300 scholarship check to Tammy Penkalski, the twelfth such check they have awarded to area students. Tammy is pictured above left, center, with Auxiliary President Hildee Gage, left, and Scholarship Chairman Virginia Berthelsen.

Two local charity organizations were also recipients of the ladies' efforts. The Ranch, an agency for mentally handicapped individuals, received a \$200 check. Pictured above right is Vic Hellman, of The Ranch, accepting the donation from Auxiliary Secretary Rae Wolf. Their local Ronald McDonald House, which provides a place for sick children and their parents to stay during hospital treatments, also received a \$100 check.



Construction Aid for Red Cross

Combined labor-management contributions of \$103,000 for the construction of a new Red Cross headquarters in Portland are detailed by Oregon State Building & Construction Trades Council President Bill Belanger. Contributions resulted from agreements that enabled contractors to bid the job at special wage rates and pledges of wages toward the job by many crafts, enabling the Red Cross to realize a substantial savings.



UBC members' high quality work and attention to detail are hallmarks of Waldmann products.

Custom-Made at Waldmanns

Shoppers around the country know Anton Waldmann Associates Inc. products, although they don't buy them. They can be found in Manhattan's Wallachs, Chicago's Neiman Marcus, and Denver's Brooks Brothers. The United Nations in New York City also houses Waldman products, their famous horseshoe-shaped counters. Anton Waldmann Associates Inc. manufactures various custom-made store and office interiors, ranging from department store assemblies to the U.N. project.

Chairman of the company which bears his name is Anton Waldmann, a German immigrant cabinet-maker who has been in the woodworking industry for over 50 years. He was once a member of the UBC, and his plants now employ members of Local 2682, College Point, N.Y., and Local 2629, Hughesville, Pa. President of the corporation is John Cedilnik, a European- and American-trained interior designer who began his career with Waldmann as a draftsman, and worked his way up to his present position. Both men praise their UBC employees for their high quality work, and credit their "harmonious relationship with the Carpenter's union" with a large role in the success of the company.

All Waldmann products are made to architects' specifications. The company uses only selected hardwoods, mostly oaks and walnuts, but will work with other woods

Continued on Page 38

1 *Mike Woodside runs a panel through a double-end tenner.*



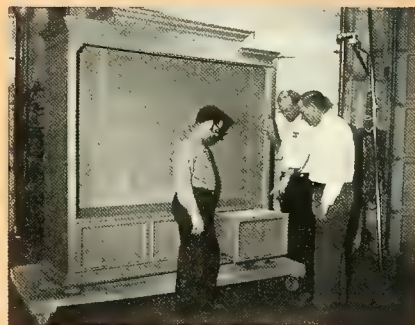
1

2 *Ronald Hunter sets showcases together with corner fillers, just as they will be when installed in the store.*



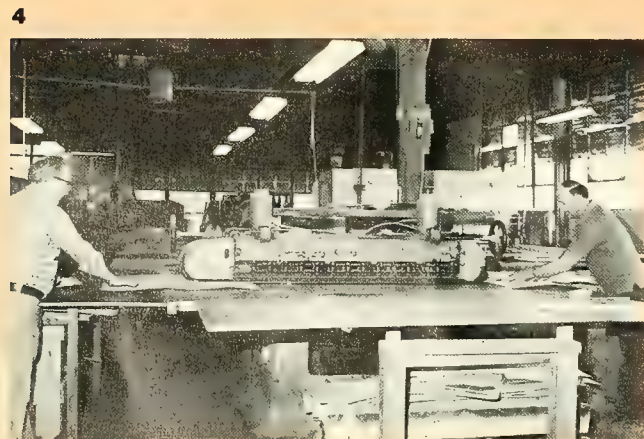
2

3 *Finished products are inspected by Miles Long, shop steward; Paul Mohr, plant manager; and Clair Springman, UBC business representative.*



3

4 *Veneer is spliced with a Diehl 389 splicer by Paul Gordner, left, and Paul Miller.*



LOCAL UNION NEWS

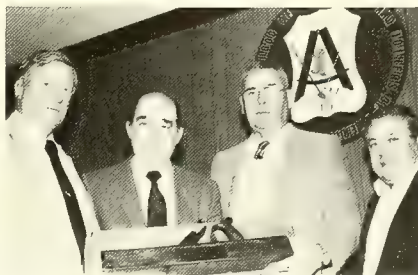
Baggage Claim System Underway



Local 1421 millwrights of Arlington, Tex., have been working on an extensive baggage claim system in the Delta Airlines terminal at Dallas/Fort Worth International Airport. They began the work in late 1983, and hope to have it completed this year. A conveyor that's over a mile long, new ticket counters, baggage claim carousels, and sorting piers have all been installed as a part of this sophisticated system. Pictured above are members who have been working on the project. From left, front row: Tim Robb, Cecil Shinpaugh, and Leon Pierce. Middle row: Alan Gilroy, Earl Roper, James Lowery, Mike Beavers, Fred Searcy, Mike Jones, and Eric Burchet. Back row: Richard Benton, James Montgomery, Cliff Marbury, and Bill Payne.

Senator Honored

At its first meeting of 1985, the New Jersey Carpenters Political Education Committee presented an antique plane to N.J. State Senator Chris Jackman. Pictured from left are Albert Beck, Local 6 business agent; Senator Jackman; George Laufenberg, president of the State Council of Carpenters; and Alex "Nino" Prodi, Local 15 business agent.



Leo Larsen, Local 247 financial secretary, right, and Dr. Craig Wollner are pictured above with one of Dr. Wollner's books on the history of Portland carpenters.

Historian Describes UBC in Oregon

As a part of its centennial celebration, Local 247, Portland, Ore., commissioned an area historian to produce several books focusing on the role of the Carpenters Union in the history of Portland. The results, *The City Builders*, a history; *The City Builders: A Pictorial Supplement*; and *Builders of Portland: A Curriculum Guide to The City Builders*, are being made available to middle and secondary school teachers. The books are the result of two and a half years research and writing by Dr. Craig Wollner.

The books show "that the carpenters and other working people made a tremendous contribution to social and economic progress in Portland. It was Portland's carpenter local that led the fight for the eight-hour day in Oregon in 1890, and the Carpenters' Union was instrumental in making the Portland shipyards the most efficient in the nation during World War II, according to Wollner. Since many historians view history through the activities of leading business and political figures, these books are a unique and valuable tool.

Canadian Atlantic Conference Marks 100th Anniversary

The Atlantic Conference of Carpenters, which celebrates its 100th anniversary this year, is a group of Canadian locals in the Atlantic region. The conference meets regularly to discuss concerns common to Atlantic area locals, promotion of the Brotherhood, education of the members and the general public, and the development of Operation Turnaround. Pictured above are members who attended the most recent meeting, front row, from left, Ross Carr, Local 1386, New Brunswick; Vincent Burton, Local 579, St. Johns, Nfld.; and Jim Tobin, Task Force Representative. Back row, from left, Jim Perlerin, Local 1392, New Glasgow, N.S.; Lawrence Shebib, Local 1588, Sydney, N.S.; Lou Bradley, Local 1338, Charlottetown, P.E.I.; and Paul Wile, Local 83, Halifax, N.S.



**WE ARE PROUD
TO INTRODUCE. . .**



**6½ OUNCE CHUNK LIGHT TUNA
IN BOTH OIL AND WATER PACK**

*The **ONLY** brand of tuna
packed exclusively in the con-
tinental United States by a na-
tional tuna company.*

**Don't let
your lungs
go to pot.**

Smoking marijuana is a lot more danger-
ous than you think. And a lot less cool.
Recent studies show that pot can do a
lot more damage to your lungs than anyone
ever thought. Especially if you're young.
So, if you smoke, or if you're thinking
about it, think again.

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LUNG
ASSOCIATION**
The Christmas Seal People®

Space contributed by the publisher as a public service

**SMART EASTER SHOPPING
IS EASY...**



When You
Look for the
Union Label,
Shop Card,
Store Card and
Service Button



Union Label and Service Trades Department AFL-CIO

*Buy articles made in America—
a few years from now they will
become collectors' items.*

**George Smithson,
Sierra Madre, Calif.**

Six Local Unions in Detroit Area Merge to Form Locals 114, 118

Six local unions of Carpenters in the Detroit, Mich., area have been consolidated into two newly-chartered groups, Patrick J. Campbell, general president of the United Brotherhood of Carpenters and Joiners of America, announced recently.

Locals 19, 95, and 982 on Detroit's west side have been merged to form UBC Local 118, and Locals 26, 337, and 674 of the east side have merged to become local 114.

The officers for the two unions were installed at that time, as follows: Local 114—Raymond Cooks, president; Nick Simons, vice president; William Lapuszewski, recording secretary; Robert Skarupinski, financial secretary; C. Glen Wood, treasurer; Harry Kelley, conductor; Patrick Peacock, warden; Clarence Ridgeway, Noel Thael, and Eugene Oakley, trustees; and James Kelly, Anthony Michael, Ned Simons, Harold Tacia, and Kenneth Walker, business representatives.

Local 118—Charles Dawson, president; Donald Stewart, vice president; John Harrington, recording secretary; Raymond Dzendel, financial secretary; Michael Kelley, treasurer; Chester Schemansky, conductor; Clyde Burks, warden, James A. Brown, Edward Stanszak, and Robert Schultz, trustees; and George Betz, Donny Ray Brown, Raymond Dzendel, and Edward Malek, business representatives.

Campbell called the mergers "a move to

consolidate, conserve, and strengthen the financial and manpower resources of UBC members in the Detroit area."

"The mergers will help to protect our collective bargaining integrity in dealing with construction contractors and we feel that it will go a long way toward strengthening our field representation as far as handling the day-to-day problems of our membership is concerned.

"As all building tradesmen know, construction unions are facing stiff opposition from doublebreasted and non-union contractors all over the country. Our union contractors are being underbid time and again by scab-labor contractors.

"Union mergers, in every case I know of, are arranged for the betterment of the union members involved, and frequently for the good of the industry as well.

"Our union has a long history of good, solid trade unionism in the Detroit area, and I firmly believe that the United Brotherhood will be a force to reckon with as we come out of the recession of the early 1980s and do battle with the economic uncertainties of today.

"Locals 114 and 118 will get all the support the international union can offer. I call upon the members of these two newly-chartered groups to rededicate themselves to the century-old goals and purposes of our union."



Charles Dawson, the president of Local 118, is pictured at left receiving the new charter from Second General President Anthony Ochocki.



Ochocki was also on hand to present Raymond Cooks, Local 114, with his local's new charter.

*Photos courtesy of
Detroit Building
Tradesman, De-
troit, Michigan.*

LOCAL UNION NEWS

As initiated in our December, 1984, issue, Carpenter plans to publish from time to time articles for our French Canadian readers in English and French versions. Below is a bilingual report.

Mergers of Several Local Unions in New Brunswick

UBC members in New Brunswick, assisted by General Representative Guy Dumoulin, together with organizer Hector Losier, have been working for a few years to merge some locals. In the construction industry locals have merged with Local 1386, which now has jurisdiction over the Province of New Brunswick, except for the County of Restigouche, which is being represented by Local 1023. This merger has enabled all the carpenters to standardize their working conditions such as salaries, medical insurance, pension fund, etc. During the latest negotiations, Local 1386 negotiated three different collective agreements covering the following sectors: residential, commercial and industrial, which permitted the local to give work to more members.

North of New Brunswick six locals recently decided to adopt a new structure to better serve their members. Following special meetings, Locals 2339, 2579, 3083 of the peat industry; Local 2270, shipyards, and Local 3012, forest workers, decided to merge with Local 2921 on January 23, 1985. The delegates, together with the executive committee, met with General Representative Guy Dumoulin and Brother Hector Losier to adopt laws and regulations which will be presented to the members for approval. Brother Denis Auger has been appointed business manager, and Brothers Régis Lévesque and Eric Hanhey, business agents. Positive results have already been obtained, thanks to a new re-organization campaign; the "Tour be (Peat) Chiasson Ltd." Company of Lamèque has been certified by the Labor Department.

In the forest area, negotiations with the "Compagnie Internationale du Papier" (C.I.P.) (International Paper Company) of Dalhousie have just ended. The workers have obtained increases of 18.5% for a collective agreement from April 1st, 1983, to October 31, 1987. Several other benefits have been granted.

Hector Losier was acting as official spokesman. He was assisted by members of the negotiating committee: Roland Thériault, Gilles Leblanc, Yvan Bertrand, Lucien Lévesque, Philippe Doucet, Gérard Landry, and Patrick Savoie. *Translated by Myriam Sanfuentes*

Regroupement Des Locaux Au Nouveau Brunswick

Les membres du Nouveau Brunswick assistés du représentant général Guy Dumoulin ainsi que l'organisateur Hector Losier travaillent depuis quelques années à fusionner certains locaux.

Déjà dans l'industrie de la construction les locaux se sont fusionnés avec le Local 1386 qui a maintenant juridiction couvrant la Province du Nouveau Brunswick à l'exception du Comté de Restigouche qui est représenté par le local 1023, ce regroupement a permis à tous les charpentiers et menuisiers d'uniformiser leurs conditions de travail telles que: Salaires, Assurance Maladie, Fonds de Pension Etc. Lors des dernières négociations le local 1386 a négocié trois différentes conventions collectives couvrant les secteurs suivants: Résidentiel, commercial et industriel, ce qui a permis au local de fournir du travail à plus de membres.

Dans le nord du Nouveau Brunswick six locaux décidèrent dernièrement de se donner une structure nouvelle pour mieux servir leurs membres; suite à des assemblées spéciales, les Locaux 2339, 2579, 3083 tous de l'industrie de la Tourbe, le Local 2270, des chantiers navals, et le local 3012, des travailleurs forestiers décidèrent de se fusionner avec le local 2921, le 23 janvier 1985. Les délégués ainsi que l'exécutif se rencontrèrent en présence du représentant général Guy Dumoulin et le Confrère Hector Losier pour adopter les lois et règlements qui seront présentés aux membres pour leur approbation. Le confrère Denis Auger a été nommé Gérant d'Affaires et les confrères Régis Lévesque et Eric Hanhey Agents d'Affaires. Déjà des résultats positifs ont été accomplis suite à une nouvelle campagne d'organisation la compagnie Tourbe Chiasson Ltée de Lamèque a été certifiée par le Département du Travail.

Dans le Secteur de la Forest les négociations avec la Compagnie Internationale du Papier (C.I.P.) de Dalhousie viennent de se terminer. Les travailleurs ont obtenu des augmentations de 18.5% pour une convention collective du 1er avril 1983 au 31 octobre 1987. Plusieurs autres avantages ont été accordés. Le confrère Hector Losier agissait comme porte-parole officiel assisté des membres du comité de négociation, les confrères Roland Thériault, Gilles Leblanc, Yvan Bertrand, Lucien Lévesque, Philippe Doucet, Gérard Landry et Patrick Savoie.

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Why waste money on delicate instruments, or lose time and accuracy on makeshift leveling? Since 1950 thousands of carpenters, builders, inside trades, etc. have found that HYDROLEVEL pays for itself quickly.

Send check or money order for \$16.95 and your name and address. We will rush you a Hydrolevel by return mail postpaid. Or—buy three Hydrolevels at dealer price - \$11.30 each postpaid. Sell two, get yours free! No C.O.D. Satisfaction guaranteed or money back.

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Fire-Damage Aid



Joe Lund, Local 1338, Charlottetown, P.E.I., left, accepts a check from Martin Kenny, local president, to assist the Lunds in rebuilding their home which was damaged in a fire late last year.

Londra Honored



In his 61 years as a member of Local 1050, Philadelphia, Pa., Pietro "Pete" Londra, has worn many hats. He has served as president, treasurer, trustee, delegate to the district council, and recording secretary. At a recent annual party the members of the local presented this dedicated man with a plaque to show their gratitude and appreciation. Pictured above are, from left, Joe Ippolito, business agent; Pete Londra; and John Anello, general representative.

Ethiopian Appeal



At a recent meeting of the New Jersey Carpenters Political Education Committee the great granddaughter of Emperor Haile Salassie of Ethiopia, Esther Salassie, addressed those gathered and made an appeal for her starving countrymen. Esther is pictured above with, from left, Nino Prodigio, business agent, Local 15; Albert Beck, business agent, Local 6; and Ed Pulver, secretary-treasurer, N.J. State AFL-CIO.

*In French and English,
a report from the business manager of Local 2182, Montreal.*

A Report from Local 2182, Montreal

Starting February 1985, members of Local 2182 could take advantage of a special automobile and homeowner insurance through Lloyd's of London, with a 20% reduction on automobile insurance and 15% reduction on homeowner insurance. In the coming months a life insurance will also be offered.

Here are the modifications of the building decree that becomes law on May 1, 1985, together with a 4.5% increase in salaries (imposed by the government):

REGULATIONS 5 and 3—Other regulations will be amended before the end of the year. Regulation 5 PLACEMENT, Regulation 3 QUALIFICATION and the regulation concerning fields of application. We have been invited during the meetings to make our recommendations, and in certain cases everything seems prepared beforehand. We hope that these amendments will improve our profession, otherwise we will have to take a position in the event of an amendment similar to the amendment of July 13, 1983. The millwrights of Local 2182 will never permit themselves to be robbed of part of their profession.

BEAMER AND LEATHROP—The judgment has finally been rendered, after waiting for eight years. This claim covered the period between November 28, 1976, and February 26, 1977, and a judgment for a sum of \$92,520.34 had been obtained to pay for vacations and social benefits. By request of Local 2182, the Construction Office of the Province of Quebec sent us a letter dated November 27, 1984, which can be summarized as follows: "This company not being bankrupt, the workers concerned in this claim are not covered by the special compensation fund. No other procedure can be undertaken in this matter; we consider it closed for any practical purposes. This is to say that it seems most unlikely that the workers concerned will receive any money whatsoever in this matter because Beamer and Leathrop Quebec, Ltd., which had its place of business in suburban Toronto is, according to our information, no longer in operation. Signed by Mr. Jean Bidard, Assistant Director General, Division of Operations. Local 2182, as far as it is concerned, keeps on looking for a solution.

Boycott L-P

Support your fellow trade union members. Don't buy non-union products and services, if at all possible. Boycott the L-P products listed on Page 8.

Join the fight to maintain wages and working conditions by buying American and Canadian products when you shop. Cheap imports are often poor substitutes!

Mot Du Gerant D'Affaires Local 2182

Il me fait plaisir de vous annoncer, qu'à partir du mois de Février 1985, le local 2182 bénéficie d'une flotte d'assurance automobile et résidentielle pour tous les membres. L'Assureur est "LLOYD'S DE LONDRES". L'Avantage est l'escompte auquel vous avez droit: 20% automobile et 15% résidentielle. Dans les prochains mois vous pourrez aussi bénéficier d'une police d'assurance-vie, nous vous tiendrons au courant de tout changement dans l'éventualité.

Ci-inclus copie des modifications au décret de la Construction qui prend force le 1 mai 1985 avec 4.5% d'augmentation sur les salaires, (C'est ce qui nous a été imposé par le gouvernement.)

REGLEMENT #5 et #3—D'autres règlements sont en voie d'être amendés avant la fin de l'année. Le règlement #5 PLACEMENT, le règlement #3 QUALIFICATION et le règlement relatif au champs d'application. Nous avons été invités lors de réunions à faire nos recommandations et dans certains cas tout semble préparé à l'avance et nous espérons que ces amendements seront pour l'avancement de notre métier, sinon, nous serons dans l'obligation de prendre position et si jamais on nous impose un amendement comme celui du 13 juillet 1983. Les mécaniciens de chantier (millwrights) du local 2182 n'accepteront jamais de se faire voler une partie de leur métier.

BEAMER & LEATHROP—Le jugement a été enfin rendu après 8 années d'attente. Cette réclamation couvrait la période entre le 28 novembre 1976 et le 26 février 1977 et un jugement pour un montant de \$92,520.34 avait été obtenu pour défrayer les vacances et avantages sociaux. Sur demande du local 2182, l'Office de la Construction du Québec nous a fait parvenir une lettre en date du 27 novembre 1984 qui se résume comme suit: "Cette compagnie n'ayant pas fait faillite, les salaires impliqués dans cette réclamation ne sont pas couverts par le fonds spécial d'indemnisation. Aucune autre procédure ne pouvant être entreprise dans ce dossier, nous considérons à toutes fins pratiques ce dossier fermé. C'est donc dire qu'il semble plus qu'improbable que les salaires impliqués reçoivent quelque argent que ce soit dans cette affaire puisque la compagnie Beamer and Leathrop Quebec Ltée qui avait sa place d'affaires en banlieue de Toronto est selon les informations que nous possédons inopérante et n'aurait plus de place d'affaires." Signé par M. Jean Bédard, Directeur Général Adjoint, Division Opérations. Le local 2182 continue pour sa part, d'essayer de trouver une solution.

APPRENTICESHIP & TRAINING

'Skills To Build America' Continues To Draw High School, College Audiences

"Skills to Build America," the United Brotherhood's 16 mm educational film describing the apprenticeship program, had another big year in 1984. An estimated 182,124 people viewed the movie, an increase from 146,693 for the year 1983.

"This film is in heavy demand," reported the distributor, Modern Talking Picture Service. "We could not accommodate 277 requests during the past 12 months [1984] due to prior commitments." The film was shown 576 times in 41 states in January, 1985, alone. As of January 24 of this year, a total of 1,220 future bookings were scheduled. Since the film went into distribution over three years ago, it has been seen by an estimated 469,330 viewers.

The movie, produced over four years ago

with footage primarily from the Cleveland, Ohio, 1980 International Carpentry Apprenticeship Contest and an introduction by actor E.G. Marshall, is popular with high schools and colleges. The film emphasizes the importance of the four-year training program for apprentices while viewers are introduced to the various skills performed by carpenters, millwrights, and cabinetmakers.

REMINDER: The National Joint Committee's Mid-Year Apprenticeship and Training Conference will be held May 6-10 at the Leamington Hotel, Minneapolis, Minn.

Recent Graduates in Local 620, Madison



The graduating apprentice class of Local 620, Madison, N.J., were recently given their journeyman certificates at an annual gathering. Pictured above are the new journeymen, front row, from left: James Rynearson, Leo Moran, Shawn Morrow, Daniel O'Connor, Debra Waitzman, Michael Franey, Joseph Greschko, Thomas Voswinkel, John Rowe, and Joseph D'Aries, administrative director New Jersey Carpenter Apprentice Fund. Back row, from left: John Moschell, apprentice committee; Gerard Serino; Raymond Mitchell; John Leeds; Walter Terry; Sam Barratt, apprentice instructor; Gregory Brown; George Laufenberg, President; Dennis Donovan; Samuel DeBiasse; Scott Blohm; Robert Cull, apprentice committee; Thomas VanLenten; and Gary Knoedler.

1984 Class, Red Bank, New Jersey Awarded Certificates



The apprentices in the 1984 class of Local 2250, Red Bank, N.J., recently received their certificates of completion. In the picture, they are, front row, from left: James A. Kirk Jr., business rep. and J.A.C. chairman; Rich and P. Gibson; Jeffery T. Warner; Joseph E. Megill; Dalton L. Carhart; Lisa J. Dobbs; Roger G. Anderson; and Charles E. Gorhan, secretary J.A.C. and financial secretary. Back row, from left: Mark K. Schweitzer, John P. McCarthy, Robert C. Furlong, Jr., Tom Noraas, Richard A. Pacicco, Leighton A. Hammond.

Carpenters Hang It Up



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Clamp these heavy duty, non-stretch suspenders to your nail bags or tool belt and you'll feel like you are floating on air. They take all the weight off your hips and place the load on your shoulders. Made of soft, comfortable 2" wide nylon. Adjust to fit all sizes.

NEW SUPER STRONG CLAMPS

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Please rush "HANG IT UP" suspenders at \$16.95 each includes postage & handling. California residents add 6 1/2% sales tax (.91¢). "Canada residents please send U.S. equivalent, Money Orders Only."

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Address

City State Zip

Bank Americard/Visa ☐ Master Charge ☐

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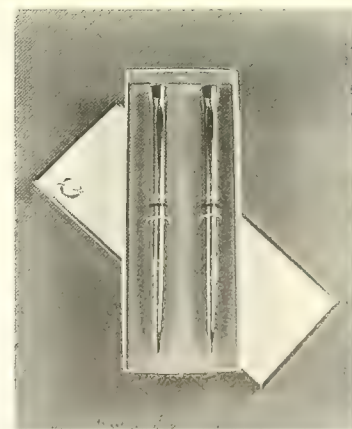
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Writing with CLIC



This handsome chrome pen and pencil has a stainless steel satin finish with a miniature, full-color UBC emblem in the top of each crown. There is a twist action on both pen and pencil for writing ease. It's presented for a \$20.00 contribution to CLIC, the Carpenters Legislative Improvement Committee.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Retirees Must Play Active Roles In Preserving Hard-Won Benefits

BY PETER J. TERZICK
Retired General Treasurer

If there are any citizens who should understand and appreciate the value of organization it ought to be members of the labor movement—particularly those who belong



Terzick

to the United Brotherhood. In its 104-year history our Brotherhood has been in the forefront of every battle waged to establish the wages and working conditions that exist today. None of it came easily—not the wages, nor safety standards, nor vaca-

tions, nor pensions, nor decent apprenticeship training. History reveals we contributed most because we were organized best. Now there is a segment of our Brotherhood that is facing increasingly difficult challenges. It is made up of our brothers and sisters who are trying to make it in retirement on a fixed income, which inflation is constantly eroding.

However, the erosion that looms on the horizon as the nation attempts to cope with astronomical deficits is cause for real alarm. For the first time in the 50-year history of the Social Security system, pensions will be subject to income taxes under certain conditions. Single persons having an income of \$25,000 or more (including Social Security) will be required to pay income tax on part of their Social Security pension. For a married couple \$32,000 is the trigger amount.

At first glance this does not seem so threatening, until you remember the whiskey tax was passed after the Revolutionary War to provide pensions for war veterans. It only amounted to a few pennies on a gallon, and it was supposed to be strictly a temporary tax. Today—nearly 200 years later—this “temporary” tax contributes more to the final price than the cost of making the product.

When the income tax first came into being, it applied only to incomes of \$100,000 or more, and the top rate was 1%. It hardly seems necessary to comment on what has happened to the innocuous income tax since it first hit the unsuspecting nation.

The plain fact of the matter is that once politicians find a new source of taxation they never quit riding it until the people rise up in rebellion. Recipients of Social Security pensions had better be organizing themselves for constant battle to keep their pensions from being chipped away by tax increases.

Medicare, too, is already feeling the economy axe, but President Reagan has new plans for cutting back more drastically than ever on the protection Medicare will provide. As it stands now, Medicare takes care of less than half of the medical costs of oldsters, but the president sees it as a fertile field for cutting back still further.

I point these things out only to emphasize

that our retirees need to organize themselves to fight back against a reactionary administration that is long on compassionate rhetoric but short on performance.

Well aware of the vulnerability of our senior members, the General Executive Board authorized the establishment of retirees clubs in local unions and/or district councils. In this way our retired members can speak with one voice in opposing the developing onslaughts against Social Security and Medicare.

However, man does not live by bread alone; a retirees club provides a fine opportunity for old comrades in arms to get together to relive old times and have a little family fun.

Some clubs are undertaking worthwhile civic projects such as refurbishing a Boy Scout camp. There are hundreds of worthwhile community projects that desperately need a bit of good carpentry on a volunteer basis. Nothing enhances the good name of the labor movement more effectively than a good deed done for a worthy cause.

If you are a retiree and think a retiree club is a good idea (dues are only \$1.00 per month) begin to talk it up with your retirees and present the idea to your local. Remember we retirees are among the most vulnerable in this era of massive cutbacks being considered by the White House. We have to fight back. In union there is strength.

Virginia Retiree Describes Walker

J. Raymond Carr, a retired business agent from Local 303, Portsmouth, Va., and a member of the UBC for 40 years, suffered a heart attack in 1972 and fell and broke a hip in 1983. Now he gets about with a walker, one of those metal devices used by those who have difficulty walking.

Carr recently wrote a tribute to his walker, which, he suggests, might be of interest to others with walkers:

MY WALKER AND I

I want to dedicate this article to the ones who cannot get along without a walker or some other aid in order to walk.

I get up between 9 and 10 o'clock in the morning. My walker is standing next to my bed, as if to say “Where do we go?”. I say: “To the bathroom, take my medicine and wash my face; then we go to the den”. I turn on the TV as my wife brings my breakfast while I watch morning talk shows. After I eat my breakfast, my walker and I go back to the bedroom, and get dressed with the help of my wife (“my nurse” as she calls herself). Then my walker and I take a walk down the hall to the patio and sit and watch things go by until the sun comes up too bright and runs me in.

Continued on Page 32

Retirees Contribute To L-P Strike Fund

UBC Retiree Clubs are giving strong support to the UBC's boycott of Louisiana-Pacific wood products. Some retirees are joining in the informational picketing at lumber supply stores. Many on the West Coast are offering assistance to the “food and funds for strikers” effort.

J.C. Crutchfield, secretary-treasurer of Retiree Club No. 30, Atlanta, Ga., sent a donation from fellow club members. Grady Pinner, president of Club No. 14, Pontiac, Mich., forwarded a \$100 club donation, last month.

Retirees Support Statue of Liberty

As reported in our December issue, the Retirees' Club of St. Louis and Vicinity challenged our other retirees' clubs to join their fund-raising effort for the Statue of Liberty. The idea was to send a “very special Valentine's Day gift to this very special lady and our nation.” Mrs. Virginia Richards, recording chairman of the St. Louis Club, recently wrote in to report that the challenge netted \$1,748 which was sent to the Lady for her restoration. Congratulations, and thanks, to all who participated.

Retiree Clubs Now Total 47

The number of UBC Retirees' Clubs will soon reach a total of four dozen. Two were chartered in recent weeks: Charter No. 46 was presented to retirees at North Riverside, Ill., a group consisting primarily of retirees of Local 54, Chicago. Charter No. 47 was issued last month to a group in Philadelphia, Pa.

If there are seven or more of our readers who want to form a retirees' club in your area, let us know! Or if you want to join an already existing club, but don't know where to go, tell us! We want all our retired members and spouses to be a part of the activity. Retirees' Clubs sponsor trips to resorts and theaters, and take part in community and political activities—it's also a great way to keep in touch and informed. For more information or to start a club write to: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.



GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

BUNGLED BURGLE

Some carpenters were sitting on their tool boxes, discussing how to deter home prowlers.

One said he kept a gun by his bed. Another said he had installed an elaborate alarm system.

The third, the father of six young children, said, "If a burglar came into our bedroom during the night, I'd probably get up, take him by the hand, and walk him into the bathroom."

ADOPT A LUMBER COMPANY

BEING PREPARED

The Scouts were in camp. In an inspection, the director found an umbrella neatly rolled inside the bedroll of a small Scout. As an umbrella was not listed as a necessary item, the director asked the boy to explain.

"Sir," answered the young man with a weary sigh, "did you ever have a mother?"

—Frank Butler, Local 609,
Idaho Falls, Idaho

TELLING TROUBLES

Two eminent psychiatrists, one 40 years old, the other over 70, occupied offices in the same building. At the end of a long day, they rode down in the elevator together. The younger man appeared completely done in, and he noted that his senior was still quite fresh.

"I don't understand," said the younger "how you can listen to patients from morning to night and still look so spry."

The old psychiatrist shrugged his shoulder and replied, "Who listens?"

SUPPORT 'TURNAROUND'

TEENAGE PROPOSAL

Some kids have announced their own four-point program for 1985:

- Immediate decontrol of allowances.
- Reform the Clean Room Act.
- Designate space in front of the TV as strategic primetime reserve.
- Cut back on utilities used for homework.

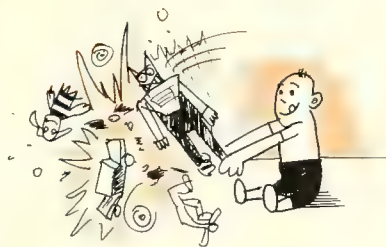
—Changing Times.

BUY UNION * SAVE JOBS

SHOW AND TELL

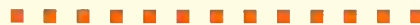
The age of puberty is when your son quits asking where he came from and refuses to tell you where he's going.

USE UNION SERVICES



QUALITY CONTROL

A millwright tells us that, for his kids, an unbreakable toy is something you use to smash those that aren't.



THIS MONTH'S LIMERICK

A hungry young man in Japan
Ordered perishable fruit by the
van.

To the obvious question:

"Won't you get indigestion?"

He replied, "What I can't eat I can
can."

—Jim Weber



AT EVENTIDE

A young man and his girlfriend were sitting on the grass in the park during early evening. He rubbed his hand on the grass and said: "Some dew!"

She responded: "Yes, and some don't!"

IMPORTS HURT * BUY UNION

DEATH AND TAXES

Tax his cow
tax his goat
Tax his pants
tax his coat
Tax his crops
tax his work
Tax his tie
tax his shirt
Tax his chew
tax his smoke
Teach him taxes
are no joke
Tax his tractor
tax his mule
Teach him taxes
are the rule
Tax his oil
tax his gas
Tax his notes
tax his cash
Tax him good
and let him know
after taxes he has
no dough
If he hollers
tax him more
Tax him till
he's good and sore
Tax his coffin
tax his grave
Tax his sod
in which he lays
Put these words
upon his tomb:
Taxes drove me
to my doom
After he's gone
he can't relax.
They'll still be after
inheritance tax.

—Jack Arnold
Eagar, Arizona

ATTEND TO THE

Retiree's Walker

Continued from Page 30

We (my walker and I) go back to the den to watch TV until lunch. If we, with a handicap, think we have a big problem, it sure is nothing compared to the "problems" they have on the "soaps". Again "my nurse" brings my lunch in to me. Sometimes I have my breakfast or lunch on the patio and enjoy the fresh air and the activity going on around me. Then my walker and I go to take more medicine. As you can see, my walker goes everywhere I go. In fact, I can't go anywhere without my "four legged friend".

On Mondays a good friend takes us for a ride and to the grocery store, etc. I leave my walker down at the bottom of the stairs, and when I return it is always waiting there for me. Back we go to the den and the same thing, waiting for my supper to be brought in by "my nurse". This may sound like I am lazy, but this is about all I am able to do. But with my trusty friend, my walker, it enables me to be somewhat independent. I still feel that I am able to do some things for myself, and to be able to feel secure when I walk. My walker is more to me than just a metal device. It is my helper, my independence, my feeling of security, and it has really become "my buddy".

Many of us hate to have someone do for us what we cannot do for ourselves, but we must be thankful for all the things that we are still able to do for ourselves, and for all the things that are a help to us. The greatest blessing of all is that we are "still around". It is like the old song says "everybody wants to go to heaven, but nobody wants to die to get there". So if you are someone with a handicap and use a walker or some other aid, it isn't as bad as it seems, it could be a lot worse so be glad you are able to have a "friend" like your walker or whatever you may use. Our pride in even a small portion of independence is a very precious thing . . . don't waste it on not appreciating what we do have.

I wish all of you good luck and may God Bless you always.

J. Raymond Carr

Mediation Found

Continued from Page 6

in four cases, four remained pending and 11 non-active.

Two affiliates remain listed as in non-compliance and subject to Article XX sanctions: the International Typographical Union and the National Association of Broadcast Employees & Technicians.

In other action, the Executive Council approved extensions of jurisdictional protection for the State, County & Municipal Employees in seven units. Three of the extensions are to February 1986 for units in Buffalo, N.Y., Baton Rouge, La., and Sacramento, Calif. The other four are to May 1986 for two units in Los Angeles, Calif., one in Maine and one in Warm Springs, Mont.

Many Retail Chains

Continued from Page 11

public has been very pleasing."

Local union organizers indicate they intend to expand the leafleting.

Any local union and district council experiencing problems with K-Mart stores is urged to contact the UBC Organizing Department at the General Office.

The best and most accurate source of information available is our membership. In order that we might gain a broader perspective on the extent and location of projects involving this particular industry, please fill in the retail chain store survey form on this page and mail it to the Organizing Department, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, DC 20001.

An inscribed stone is only a conventional monument to any good craftsman; his real monument is the solid, lasting work he has done.

Workers' Clinics

Continued from Page 21

PENNSYLVANIA

Section of General Medicine
Hospital of University of Pennsylvania
34th and Spruce
Philadelphia, PA 19104
Phone: (215) 662-3796

University of Pittsburgh Medical School
Department of Internal Medicine
149 Lothrop Hall
Pittsburgh, PA 15213
Phone: (412) 624-0127

Department of Community and Preventive Medicine
Division of Occupational Health
Medical College of Pennsylvania
3300 Henry Avenue
Philadelphia, PA 19130
Phone: (215) 842-6540

TENNESSEE

Knoxville Neighborhood Health Services
1953 Goins Drive
Knoxville, TN 37917
Phone: (615) 546-4606

Center for Health Services
Vanderbilt University
Nashville, TN 37232
Phone: (615) 322-4799

UTAH

Occupational Medicine Clinic
Rocky Mountain Center for Occupational and Environmental Health
Building 512
University of Utah
Salt Lake City, UT 84112
Phone: (801) 581-4800

WASHINGTON

Occupational Medicine Program
University of Washington
Harborview Medical Center, ZA 66
325 9th Avenue
Seattle, WA 98104
Phone: (206) 223-3005

WASHINGTON, D.C.

Alice Hamilton Occupational Health Clinic
1314 14th Street, N.W.
Washington, D.C. 20016
Phone: (202) 483-0749

WEST VIRGINIA

Occupational and Environmental Health Clinic
John Marshall Medical Services
1801 6th Avenue
Huntington, WV 25703
Phone: (304) 526-0630

WISCONSIN

Occupational Medicine Clinic
Department of Preventive Medicine
504 N. Walnut Street
University of Wisconsin
Madison, WI 53705
Phone: (608) 263-2999

Medical College of Wisconsin
Dept. of Preventive Medicine
8701 Watertown Plank Road
Milwaukee, WI 53226
Phone: (414) 257-8288

Clinical Science Center
University Hospital
600 Highland Avenue
Madison, WI 53792
Phone: (608) 263-3612

Medical/Surgical Clinic
2400 W. Lincoln Avenue
Milwaukee, WI 53215
Phone: (414) 671-7000

CANADA

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Manitoba Federation of Labour
Occupational Health Centre
98 Sherbrook Street
Winnipeg, Manitoba
CANADA R3C 2B3
Phone: (204) 786-5881

Vancouver General Hospital
Respiratory Clinic
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L-P BOYCOTT DAY May 4, 1985

Join your fellow members all over the nation in a one-day demonstration for worker justice.

Service To The Brotherhood



Madison, N.J.

MADISON, N.J.

Local 620 members with 25 years of service were recently honored by their fellow members, and presented with service pins. Pictured are, front row, from left: David Morrow, Harry McLernon, Joseph Panella, and Louis Picone.

Back row, from left: Dominick Sarno, President George Laufenberg, and Norman Conover.

DES PLAINES, ILL.

At a special meeting the members of Local 839 honored their brothers with 25 years of service and more.

Picture No. 1 shows 25-year members, from left: Robert T. Knippen, Gilbert G. Percy, Paul Pierburg, Travis Smith, LuAllen Cooper, Thomas Johnson, Edward Peckus, and Dandy Evol.

Picture No. 2 shows 30-year members, from left: Alva Chapman, Ed Kepka, George Roberts, Bob Altergott, Jose Roman, Richard Christy, Joseph Federkins, and Colin MacLeod.

Picture No. 3 shows 35-year members, from left: Bill Uhler, Elmer Buesing, and Maurice P. Jensen.

Picture No. 4 shows 45-year members, from left: Albert H. Juhnke Sr. and Robert L. Winkelman.

Picture No. 5 shows 50-year member Howard Johnson.

Picture No. 6 shows 55-year member Ed Meyer.

Picture No. 7 shows 60-year members Arthur Bandi and Frank Sauer.



Des Plaines, Ill.—Picture No. 1



Des Plaines, Ill.
Picture No. 5



Des Plaines, Ill.—Picture No. 2



Des Plaines, Ill.
Picture No. 6



Des Plaines, Ill.—Picture No. 3



Des Plaines, Ill.—Picture No. 4



Des Plaines, Ill.—Picture No. 7

WASHINGTON, MO.

Members of Local 1839 congratulate the following brothers for their years of service: 40-year member Raymond P. Muenks; 35-year members Walter Dearing, Robert Eckhoff, Alcuin Finder, Leroy Hirth, Glennon Holdmeyer, William Muenks, George Neier, Eugene Perkins, Ronald Stahlman, Joseph Westhoff, Floyd Whitworth, Wesley Witthaus, and Roland Wood; 15-year members Lawrence Barton, Elmer Brown, Thomas Buhr, William Clark, Edward Cook, Kenneth Elbert, Henry Elliott, Jerome Frankenberg, Ervin Gildehaus, Ray Hall, Arthur Heitman, Clarence Hoeft, Robert Lause, Raymond Mueller, Robert Myers, Ervin Narup, Floyd Patton, Paul Schmuke, Lloyd Seaton, Francis Stratman, Richard Struckhoff, Wayne Tate, Wallace Wiele, James Wallace, and Bernard Westhoefer.



Rochester, Minn.—Picture No. 1



Rochester, Minn.—Picture No. 2



Rochester, Minn.—Picture No. 4

ROCHESTER, MINN.

At a recent meeting, the members of Local 1382 presented longstanding members with service pins.

Picture No. 1 shows 45-year members, from left: Roy Kahabka, Ralph Hammond, and Hillman Stiller.

Picture No. 2 shows 35-year members, from left: Leo Nigon and Donald Whealdon.

Picture No. 3 shows 35-year member James Zigler.

Picture No. 4 shows 30-year members, from left: Robert Burk, Joseph Hagel, and Forest Rainthum.

Picture No. 5 shows 25-year members, from left: Edward Selle and Lavern Olson.



Rochester, Minn.
Picture No. 3



Rochester, Minn.—Picture No. 5



Princeton, N.J.—Picture No. 1



Princeton, N.J.—Picture No. 3

PRINCETON, N.J.

At its annual picnic Local 781 gave out Brotherhood watches to active members with 30 years or more of service.

Picture No. 1 shows 38-year members, from left: President James Murphy with Peter Debic, John Butrym Sr., Phil Wesp, and Business Rep. Henry Jones.

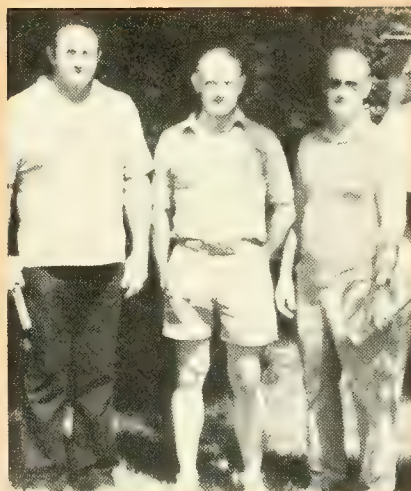
Picture No. 2 shows 35-year members, from left: Al Roberiello Jr., and Richard Kiefer.

Picture No. 3 shows 33-year members, from left: Thomas Lowthian, and Joseph Sodomini.

Picture No. 4 shows 32-year members, from left: Joseph Tufano, Robert Galick, and Robert Moore.



Princeton, N.J.—Picture No. 2



Princeton, N.J.—Picture No. 4

CHICAGO, ILL.

Members of Local 80 recently paid tribute to their members with many years of service to the UBC at an annual party.

Picture No. 1 shows 25-year members, front row, from left: Anthony DiRaffaele, Joseph C. Nasca, Glenn O. Svenson, Constantine Trela, and Alphonse Bracco.

Back row, from left: James Taraba, business rep.; Werner Roth; Paul Zuidema; Oistein Madland, Vincent Templin, Richard Gerheardt, and Charles Gould, financial secretary-treasurer.

Picture No. 2 shows 70-year member Carl H. Fredrickson.

Picture No. 3 shows 50-year member Nathaniel C. Reed.



Chicago, Ill.
Picture No. 2



Chicago, Ill.
Picture No. 3



Chicago, Ill.
Picture No. 1



St. Louis, Mo.—Picture No. 1

ST. LOUIS, MO.

Members of Local 1596 recently honored their brothers with longstanding service, including a father-son team.

Picture No. 1 shows, front row, from left: 25-year member Helmuth Leukert, 50-year member Carl Bade, 60-year member Louis Sternitzky, 50-year member John DiPrimo, and 25-year member Glen D. Jones. Back row, from left: Bob Monroe, president; Ollie Langhorst, executive secretary/treasurer; 24-year members Donald Erbs, and Frank Polizzi; Bill Steinkamp, business rep.; 25-year member Boyd McGathay; Leonard Terbrock, assistant executive secretary/treasurer; 25-year members Donald Fieseler, Ronald Kroeger, Charles Gaston, Everett Kroeger, Carlo Marconi, Louis Pohlman, Andrew Hustedde; and Glen Jackson, business rep.

Picture No. 2 shows father and son, from left: Carl W. Bade and Raymond L. Bade. The elder Bade was honored for his 50 years of service with a plaque and a service pin. He is 83 years old. His son, at age 58, has completed 32 years, and is still active.

Also receiving pins, but not pictured, were: 50-year member Joe Badura; 25-year members George Kirby, Leona Sawyer, Paul Brockes, William Tullman, Harry Vlach, Gabrielle Lancia, Hank Dwars, and Charles Killian.

SHEBOYGAN, WISC.

Local 657 recently presented service pins to some of its members with many years involvement in the UBC.

Pictured are, from left: 20-year members Alton Klein and Richard Glomski; 35-year members Ed Price, and Don Evans; and 30-year member Ed Rautmann.



St. Louis, Mo.—Picture No. 2

HUNTINGTON BEACH, CALIF.

Members of Local 1453 recently honored their fellow carpenters who had completed 25 and 35 years of membership.

25-year members included: Calvert Burrow, Wayne Carr, Carroll Clark, Art Cozzi, Charles Dickerson, Leslie Eckles, Robert Forbess Sr., Clyde Frankel, R.L. Giardini, David Goddard, Leif Hansen, A.R. Hemmingsen, Allen Hughes, Herman Jones, Bernard Peterson, A.G. Petricevich, Ed Raymond, Louis Richman, L.A. Schott, James P. Smith, J.A. Swearington, Leroy Van Riper, Robert Voyles, Roy Warren, and Tony Zuniga.

35-year members included: Arthur Bellis, Robert Botkin, Elmer Bowen, Garnett Butler, John Carr, Herman Chenier, Gene Coke, DeWitt Easterly, Gale Felt, D.D. Gardner, James Jacobs, William Klohs, Ed Perry, William Powell, Adrian Ralph, Gordon Ritschke, B.E. Witkowski, and Joe Woodruff. A special mention was made of Elmer Cole, age 92, who has been a member of the UBC for 68 years.



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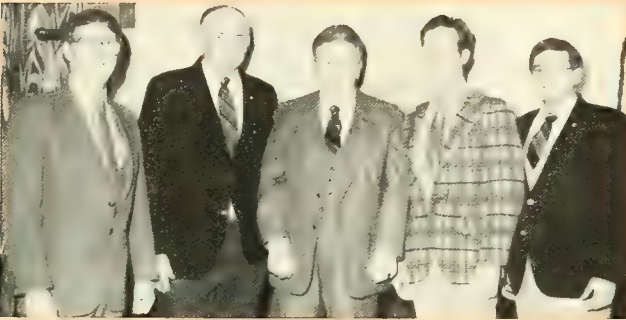
Zip _____



Ashland, Mass.—Picture No. 1



Ashland, Mass.—Picture No. 2



Ashland, Mass.
Picture 3

ASHLAND, MASS.

Service pins were presented to members of Local 475 at a recent meeting.

Picture No. 1 shows 35-year members, from left: Herbert Estabrook and Donald Schrock.

Picture No. 2 shows 30-year members, from left: Robert Archambeault, Ellsworth Berbard, Richard Delong, Edwin Tulis, and Louis Tassone Jr.

Picture No. 3 shows 25-year members, from left: James Howley and John McDonald.



Jacksonville, Fla.—Picture No. 1

JACKSONVILLE, FLA.

Local 627 members congratulated the Ibach family for their 178 total years of service at a recent meeting where members with longstanding service were honored.

Picture No. 1 shows from left, 45-year member William D. Ibach, 15-year member William D. Ibach Jr., 42-year member John Ibach, and 31-year member Herman Ibach, and 45-year member Rudolph Ibach (seated).

Picture No. 2 shows 25-year members, from left: Ezra Holmes and John Turlington.

Picture No. 3 shows 30-year members, front row, from left: Sam Booth, Herman Ibach, John Moody, Louis Toth, Carl Ferbrache, Gordon Martin, Morris Rushing, Ernest Spivey, and William Turner.

Back row: William C. Williford, James Zuber, John Sea, business rep.; and George Geiger, assistant business rep.

Picture No. 4 shows 35-year members

Edward R. Covey, Homer Jordan, James Tarrant, Amos T. Lee, Daulton Ramsey, and H.C. Burney.

Picture No. 5 shows 40-year member James M. Sides.

Picture No. 6 shows 45-year members, from left: J. Frank Newsom, Dave Carrin, Anthony Autore, Fred Grimsley, Rudolph Ibach, William D. Ibach Sr., and Adlia Pittman.

Picture No. 7 shows 50-year member J. Frank Newsom.



Jacksonville, Fla.—Picture No. 2



Jacksonville, Fla.—Picture No. 3



Jacksonville, Fla.
Picture No. 5



Jacksonville, Fla.
Picture No. 7



Jacksonville, Fla.—Picture No. 4

SAN ANGELO, TEX.

After 39 years in the Brotherhood, Local 411's A.O. Hendershott, at age 91, is still called one of the "younger" members.



Jacksonville, Fla.—Picture No. 6

IN MEMORIAM

The following list of 543 deceased members and spouses represents a total of \$946,473.79 death claims paid in January, 1985; (s) following name in listing indicates spouse of members

Local Union, City

- 1 Chicago, IL—Mike Z. Miskovich.
- 2 Cincinnati, OH—Dillie Riggs
- 3 Wheeling, WV—Leonard R. Biles.
- 4 Davenport, IA—Bernard Kaple
- 7 Minneapolis, MN—Gust R. Dressel, Henry Reier-son, Lyle Veeder, Victor R. Nickels.
- 9 Buffalo, NY—Ernest Lederhouse,occo Decolli-bus.
- 10 Chicago, IL—Samuel J. Palmer.
- 11 Cleveland, OH—Clarence E. Longstreth, Sr.
- 12 Syracuse, NY—Dugald D. Chisholm, John N. Kentch, Robert C. Thompson.
- 13 Chicago, IL—Michael J. Hunt.
- 15 Hackensack, NJ—Carmen Cicalese, Helen Schuring (s), Henry Zawaski, John Camlet.
- 19 Detroit, MI—Steven Skarina.
- 20 New York, NY—Ralph Schwerdt.
- 22 San Francisco, CA—Alice Gertrude Egger (s), Arthur McDougal, Dewey Jones, Henry Zanoni, John John-son, Lawrence Donnelly.
- 23 Williamsport, PA—Francis P. Swartz, Ira G. Spring-man.
- 24 Central, CT—Frank Hansen, Herschel Smith.
- 25 Los Angeles, CA—Fred McAllister, Levi W. De-Laney.
- 26 East Detroit, MI—Alex Houston.
- 27 Toronto, Ont., CAN—William Howard.
- 28 Missoula, MT—Frederick R. Larson, Howard G. Grenfell.
- 31 Trenton, NJ—Clifford P. Drake.
- 33 Boston, MA—Herman J. Langham.
- 34 Oakland, CA—Fred C. Moody, Walter Croy.
- 38 St. Cathrins, Ont., CAN—Carl Dahl.
- 40 Boston, MA—Arnold K. W. Kitchen.
- 41 Woburn, MA—John Coles.
- 42 San Francisco, CA—Ann Rachel Cox (s), Ernest Dyer, Joseph Baumann.
- 43 Hartford, CT—Hervy L. Thibodeau, William H. Wright.
- 54 Chicago, IL—Richard E. Miloch.
- 55 Denver, CO—Francis H. Dunn, Ray W. Jensen, Susie E. Lira (s), Wilson Banks.
- 61 Kansas City, MO—Charles A. Hutson, Dale F. Toburen, Harold Floyd, John T. Stanton, Louis F. Formella, Nathan M. Zibung, Nolan Crisp.
- 63 Bloomington, IL—Mildred H. King (s).
- 66 Olean, NY—Warren Leo Conkey.
- 67 Boston, MA—Dorothy M. Culleton (s).
- 69 Canton, OH—John J. Harmon.
- 71 Fort Smith, AR—Allie W. Callan, Willie Mae Haga (s).
- 73 St. Louis, MO—Ernest Creech.
- 74 Chattanooga, TN—James P. Boyd, Sr., Jedd Welch.
- 76 Hazelton, PA—Herbert G. Bender, John Banyas.
- 80 Chicago, IL—Artie Brown Price (s), Henry J. Cau-wels, Roland W. Larsen.
- 87 St. Paul, MN—Edward L. Rosen, Ernest Joseph Adams, Joseph H. Bauer.
- 88 Anaconda, MT—Robert Brownfield.
- 89 Mobile, AL—Agusta Gilmer Reynolds (s).
- 90 Evansville, IN—Jack A. Shekel.
- 93 Ottawa, Ont., CAN—Joseph Holly.
- 94 Providence, RI—Carlo Ferraro, Dorothy Frances Rivard (s), William A. Barrett.
- 95 Detroit, MI—Edward A. Heikkinen.
- 98 Spokane, WA—Foster Manning.
- 101 Baltimore, MD—Edward J. Stefanski, Harry W. Jamison.
- 102 Oakland, CA—Robert Andrade.
- 103 Birmingham, AL—Clarence E. Jones.
- 104 Dayton, OH—Thomas S. Webb.
- 106 Des Moines, IA—Glen West, Joseph A. Neubauer.
- 107 Worcester, MA—Chester Kowaleski, Louis Silver.
- 108 Springfield, MA—Josephine Rosso (s).
- 109 Sheffield, AL—Stella Dyar Kelly (s), Walton McGee.
- 111 Lawrence, MA—Fredrick G. Ellis.
- 117 Albany, NY—Harold J. Waite, Katherine Hallen-beck (s).
- 120 Utica, NY—Michael Foti.
- 131 Seattle, WA—Jessie Brackeen (s), Thelma H. Power (s).
- 132 Washington, DC—Robert L. Taylor, Rose M. Vance (s).
- 136 New York, NY—Andrew Adamchik, Joseph Vitale.
- 142 Pittsburgh, PA—George Fischer.
- 149 Tarrytown, NY—Edmund Willard.
- 153 Helena, MT—Loren Delger.
- 162 San Mateo, CA—Virginia Cetrone (s).
- 168 Kansas City, KS—Roy Wilkerson.
- 169 East St. Louis, IL—Augustine P. Bell.
- 174 Joliet, IL—Milton C. Jones.
- 181 Chicago, IL—Alphonse Peltier, Eugene Anderschat, George R. Masterson, Robert Kern.
- 183 Peoria, IL—James E. Carter, Lottus Evelyn McCoy (s).
- 184 Salt Lake City, UT—George K. Ferguson, Raymond S. Jones.
- 186 Steubenville, OH—Chester Pensak.
- 190 Klamath Falls, OR—Edward C. Flanders.
- 194 East Bay, CA—Chris Skovmand, Erma Lee Cade (s), Ferry F. Roberts (s), Harry Shaw Conlin.
- 198 Dallas, TX—Charles C. Keith, Fred E. Ward, Grady E. Thompson, Louis A. Hovecar.
- 200 Columbus, OH—Frederick B. Polen.
- 201 Wichita, KS—Dellard Earl Dodson.

Local Union, City

- 210 Stamford, CT—Antoinette Depietro (s), Carl B. Christensen, Eugene L. Koor, Frank J. Takacs, George Gunther, Harold P. Hermann.
- 211 Pittsburgh, PA—Rosemary Dougherty (s).
- 218 Boston, MA—George P. Soper.
- 222 Washington, IN—Paul L. Grannan.
- 225 Atlanta, GA—Florence Collett (s), W. Amos Nixon.
- 229 Glens Falls, NY—Lawrence Campbell.
- 230 Pittsburgh, PA—Alvin E. Allwes, William P. Rump.
- 232 Fort Wayne, IN—David S. Ritchey.
- 235 Riverside, CA—Caroline Gertrude Wolcott (s), Fred-rick J. Pierce.
- 246 New York, NY—Joseph Svoboda, Joseph Wolak.
- 247 Portland, OR—Catherine Taylor (s), Frank Naylor, George H. Lingelbach, Hedvig Marie Erickson (s), John O. Robson, Olaf Royland, Robert E. Brownell, Walter Demeis.
- 255 Bloomingburg, NY—Sally Singelseter (s).
- 256 Savannah, GA—James Marvin Arnsdorff.
- 257 New York, NY—Dominick Pangia.
- 261 Scranton, PA—Alfred Crandon, Bernard Williams.
- 264 Milwaukee, WI—Paul Puchert.
- 265 Saugerties, NY—Angelo Millefion, Christian B. Ducker, Philip Koerner, Sr.
- 267 Dresden, OH—Bonnie A. Lee (s).
- 272 Chicago Hgt, IL—Josephine C. Capolungo (s).
- 278 Watertown, NY—M. Madeline Olsen (s).
- 280 Niagara-Gen. & Vic., NY—Arthur L. Peltz, Fred-erick J. C. Purucker, Jr., Wayne E. Flatt.
- 281 Binghamton, NY—Walter Sanford.
- 288 Homestead, PA—Chester F. Degenkolb.
- 302 Huntington, WV—Ernest Lynch.
- 307 Winona, MN—Arthur R. Nelson.
- 314 Madison, WI—Doran Reinsvold.
- 319 Roanoke, VA—French Mabery.
- 323 Beacon, NY—Knud V. Clausen.
- 324 Waco, TX—Nelson W. Schroeder.
- 329 Oklahoma City, OK—Elbert Francis Shipp, Otto Lambrecht, Rector A. Bennett.
- 333 New Kensington, PA—Mary Agnes Caruso (s).
- 334 Saginaw, MI—Margaret Ann Mueller (s), Robert B. Lee.
- 337 Detroit, MI—George F. Perry.
- 340 Hagerstown, MD—Charles L. Bowers.
- 342 Pawtucket, RI—Dora A. Tavares (s).
- 343 Winnipeg Mani., CAN—William Pearson.
- 345 Memphis, TN—Charlie H. Earnest, Frankie Lee Kerley (s), Robert O. Whittle.
- 348 New York, NY—James Bedia.
- 355 Buffalo, NY—Orville N. Ruehl.
- 379 Texarkana, TX—Jesse D. Kuykendall, Robert L. Anderson.
- 388 Richmond, VA—Benjamin F. Nethery.
- 398 Lewiston, ID—Robert Heimgartner.
- 400 Omaha, NE—John Joseph Podraza, Leroy Odell, Vernon Robert Miller.
- 413 South Bend, IN—Walter D. Stubbs.
- 415 Cincinnati, OH—Donald Ray Coffey, Robert B. Bange.
- 417 St. Louis, MO—Anna B. Scheinert (s).
- 434 Chicago, IL—Henry Huntley, Seth Ranson.
- 453 Auburn, NY—Harold C. Newman.
- 454 Philadelphia, PA—Elizabeth M. Murphy (s), Reuben James Sampson.
- 455 Somerville, NJ—Robert Ernst.
- 458 Clarksville, IN—Raymond E. Age.
- 462 Greensburg, PA—Emidio J. Calabrese, John T. Pok-rick, Roy R. Rugh.
- 470 Tacoma, WA—Matt Zaferin.
- 472 Ashland, KY—Walter C. Marcum.
- 483 San Francisco, CA—Arla Mae Schilbred (s), Charles Randall Jackson, Sybil Wortman (s), Velma Ger-trude Stake (s).
- 493 Mt. Vernon, NY—Thom Seland.
- 496 Kankakee, IL—Frank L. Grey.
- 499 Leavenworth, KS—Anna Wilma Butzin (s).
- 512 Ann Arbor, MI—Christian Olsen, Sr., George Pres-ton.
- 514 Wilkes Barre, PA—Jasper R. Kocher.
- 526 Galveston, TX—Agnes M. McElwain (s).
- 528 Washington, DC—George Kemp.
- 531 New York, NY—Arthur Grahl, Joseph Giacopelli.
- 558 Elmhurst, IL—Cecilia Hoene (s).
- 559 Paducah, KY—Sondra Joy Stairs (s).
- 562 Everett, WA—Dorothy G. Weikel (s).
- 569 Pascagoula, MS—Velma Lee Holt (s).
- 579 St. John N. F., CAN—Wallace Kelloway.
- 586 Sacramento, CA—Edith A. Lewis (s), Elva M. Dan-koff (s), Howard E. Kroeger, Robert Miller.
- 595 Lynn, MA—Antoine J. Despres.
- 596 St. Paul, MN—Margaret Stone (s).
- 599 Hammond, IN—Clarence Wagan.
- 607 Hannibal, MO—Davis Ray Dunn.
- 608 New York, NY—Bridget Waldron (s), Martha Helen Dressel (s).
- 613 Hampton Roads, VA—Imelda S. Morrisette (s).
- 620 Madison, NJ—John Gallan.
- 623 Atlantic County, NJ—Edward P. Trout, Kay Carol Woolbert (s), Raymond H. Schutz, Wallace Fisher.
- 624 Brockton, MA—Arthur S. Kish, Sr., Elmer G. Back-land.
- 627 Jacksonville, FL—Emmett V. Spicer, William D. McNeil.
- 633 Madison, IL—Harold A. Massa.
- 636 Mt. Vernon, IL—Herbert Gunter.

Local Union, City

- 638 Marion, IL—Cecil Rice.
- 639 Akron, OH—Nick M. Denta.
- 657 Sheboygan, WI—Frank C. Musil.
- 665 Amarillo, TX—Phillip A. Almquist.
- 668 Palo Alto, CA—Edith A. Bradford (s), Lester H. Reeves.
- 678 Dubuque, IA—Geraldine Hauber (s).
- 690 Little Rock, AR—Elmer E. Price, James Keith Mul-lins.
- 696 Tampa, FL—Carl Martin, Frank B. Love.
- 701 Fresno, CA—Joe P. Musgrave.
- 710 Long Beach, CA—Frank E. Dietrich, Robert L. Smith.
- 720 Baton Rouge, LA—William D. Shaffer.
- 725 Litchfield, IL—Roy T. Logsdon.
- 745 Honolulu, HI—Betty S. Yamamoto (s), Edmund S. Oyama, Lydia Bayudan (s).
- 756 Bellingham, WA—George Roscoe Hilliard.
- 763 Enid, OK—Leonard Pendergraft.
- 764 Shreveport, LA—Alvin Peevy.
- 769 Pasadena, CA—Charles J. Carr.
- 771 Watsonville, CA—James L. Hayse.
- 790 Dixon, IL—Lennis L. Pate.
- 795 St. Louis, MO—Russell S. Hawks (s).
- 801 Woonsocket, RI—Denis Gelinis.
- 803 Metropolis, IL—Earl Schmidt.
- 812 Cairo, IL—Gorden Blackwell.
- 819 West Palm Bch., FL—B. E. Rhoads, Jr., John Basara, Mary L. Gibbs (s), Michael E. Mitch, Vincent E. Leonard.
- 824 Muskegon, MI—Tressie Vanderleest (s).
- 832 Beatrice, NE—Jerome H. Polak.
- 839 Des Plaines, IL—Mont L. Anderson.
- 844 Canoga Park, CA—Dolores Ellen Noftsier (s).
- 845 Clifton Heights, PA—Robert R. Terry.
- 848 San Bruno, CA—Edna Raney (s).
- 857 Tucson, AZ—Harold Fordyce, Ralph Peterson.
- 871 Battle Creek, MI—Archie G. Dow.
- 900 Altoona, PA—Gary E. Putt.
- 902 Brooklyn, NY—Antonio Pugliese, Edward Kendall.
- 911 Kalispell, MT—Clifton M. Coulter.
- 916 Aurora, IL—Maudie A. Dabney (s).
- 921 Portsmouth, NH—John MacDougall, Joseph Lan-dry.
- 929 Los Angeles, CA—Henry F. Haner.
- 943 Tulsa, OK—Floyd E. Richardson.
- 944 San Bernardino, CA—Bessie A. Marquiss (s), Law-rence E. Sublett, William W. Andrews.
- 945 Jefferson City, MO—Churchill N. Pearre, Ralph W. Thomas, Richard Patterson.
- 947 Ridgway, PA—Leona Virgie Anderson (s).
- 953 Lake Charles, LA—Johnnie M. Chance (s).
- 955 Appleton, WI—Walter Pontow.
- 978 Springfield, MO—Shelby Harold Smith.
- 982 Detroit, MI—Ethel Halkowych (s), Henry Horner, Sr., Richard Friske.
- 993 Miami, FL—Arthur V. Nielsen, Carl M. Ingles, Dorothy M. Walters (s).
- 998 Royal Oak, MI—Bonnie W. Jenkins.
- 1005 Merrillville, IN—Drosand Lawrence.
- 1024 Cumberland, MD—David W. Ross.
- 1027 Chicago, IL—George Batek, Jan Batiwicz, Mitch-ell J. Kurzeja, Walter J. Bajerski.
- 1033 Muskegon, MI—Fred Spier.
- 1040 Eureka, CA—Dini Dezordo.
- 1050 Philadelphia, PA—Alphonse J. Lenzi, Nino Cellucci.
- 1052 Hollywood, CA—John Christopher.
- 1053 Milwaukee, WI—Eimer R. Olsen, Johann Marks.
- 1073 Philadelphia, PA—Harry Kotyk, Nathan Toboch-nick.
- 1074 Eau Claire, WI—Clayton Wulff, Elizabeth M. McGraw (s).
- 1098 Baton Rouge, LA—Booth Jones, Willie M. Palmer.
- 1105 Woodlawn, AL—Becky E. Rothe (s).
- 1120 Portland, OR—D. Fay Davis.
- 1121 Boston Vicnty, MA—William C. Parr.
- 1126 Annapolis, MD—Laurence A. White.
- 1140 San Pedro, CA—Carl O. Christiansen, Wesley T. Oversteth.
- 1142 Lawrenceburg, IN—Juanita Webb (s).
- 1143 La Crosse, WI—Lillian Powers (s).
- 1149 San Francisco, CA—Joseph Hale.
- 1150 Saratoga Spgs., NY—Roy E. Eastman.
- 1156 Montrose, CO—Curtis I. Reames (s).
- 1172 Billings, MT—Henry W. Arndt.
- 1194 Pensacola, FL—Blanche Mae Smith (s).
- 1207 Charleston, WV—Herbert Taylor.
- 1240 Oroville, CA—Robert M. Queen.
- 1245 Carlsbad, NM—Walter O. Smith.
- 1250 Homestead FL—Emory H. Davis.
- 1251 N. Westmnstr., Bc., CAN—Gerald Townsend.
- 1271 Decatur, AL—David S. Morris, Jim Perkins.
- 1275 Clearwater, FL—Hazel Smith Laursen (s), Mae Julia Petrucci (s).
- 1280 Mountain View, CA—Clifton H. Clayton, Leonard W. Nelson.
- 1289 Seattle, WA—Dagmar R. Bride (s), J. Elmer John-son, Joe Mraz.
- 1300 San Diego, CA—Joseph Villanar.
- 1325 Edmonton, Alta, CAN—Arthur J. Bosse.
- 1359 Toledo, OH—Geraldine M. Kirk (s).
- 1365 Cleveland, OH—Stefan Mlynec.
- 1386 Province of New Brunswick—Romeo Robichaud.
- 1388 Oregon City, OR—Charles B. Corey.

- 1397 North Hempstead, NY—Edmund Wierzbicki, Vilhelm Vuskals.
- 1407 San Pedro, CA—Antonio H. Lopez, Dionicia R. Gonzales (s), Edward S. Jones, Val Lavarini.
- 1408 Redwood City, CA—Edgar Peddy.
- 1419 Johnstown, PA—David J. Bandzuhl.
- 1437 Compton, CA—Walter Busted.
- 1452 Detroit, MI—John A. Bradow, Paul C. Daum, Robert L. Susor, Virgil Lyons.
- 1453 Huntington, Bch., CA—John P. Rasch, Sr.
- 1460 Edmonton, Alta, CAN—Lillian Yarrow (s).
- 1463 Omaha, NE—James L. Hartline.
- 1478 Redondo, CA—Herbert McVey, Lyle L. Enger.
- 1485 La Porte, IN—Edward Johnson, Henry V. Prince.
- 1486 Auburn, CA—Albert Chapman.
- 1487 Burlington, VT—Jeanne Therrien (s), Ralph Harlow.
- 1488 Merrill, WI—Raymond Fredrich.
- 1498 Provo, UT—Clifford M. Carson, Martha Brimhall (s), Webster Tiger.
- 1506 Los Angeles, CA—Alden H. Haney, Charles W. Robbins, Donald R. Farmer, Ina Viola Hult (s), John Monlon.
- 1509 Miami, FL—Rose Nunziato (s).
- 1522 Martel, CA—Pansy Lee Bruton (s).
- 1539 Chicago, IL—Israel Edward Lieberman.
- 1540 Kamloops Bc., CAN—Daniel A. Mikkil.
- 1541 Vancouver Bc., CAN—Gordon Edward Salt.
- 1571 East San Diego, CA—Ivan L. Crane, John Leroy Forrest, John W. Robertson.
- 1581 Napoleon, OH—David Norden.
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- 1592 Sarnia, Ont., CAN—Sophia Kathryn Glason (s).
- 1595 Montgomery County, PA—Fred Valeri, Joseph J. Fedick, Paul Parke.
- 1597 Bremerton, WA—Allan E. Kinyon.
- 1598 Victoria, B.C., CAN—Rosalia Lessard (s).
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- 1622 Hayward, CA—Albert Browning.
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- 1831 Washington, DC—Norman L. Mays.
- 1845 Snoqualm Fall, WA—Ferne Hope Carter (s), Nan Haag (s).
- 1846 New Orleans, LA—Henry W. Mack, Joseph V. Lopiparo, Roger A. Trahan, Shirley M. Brady (s).
- 1847 St. Paul, MN—Stanley Shamp.
- 1849 Pasco, WA—Elvin Elias Foster.
- 1856 Philadelphia, PA—Anna McMahon (s), Frank Doyle, John S. Mudryk, Sophie H. Fidler (s), Yank Fuller.
- 1889 Downers Grove, IL—Joseph J. Klein.
- 1906 Philadelphia, PA—Charles Bauder, Thomas J. Halliwell, Jr.
- 1913 Van Nuys, CA—Walter C. Swafford.
- 1914 Phoenix, AZ—Marjorie J. Young (s), Welton L. Porter.
- 1929 Cleveland, OH—Frank L. Blay.
- 1948 Ames, IA—Lowell Lewis.
- 1954 Brookfield, IL—Henry Synski.
- 1971 Temple, TX—Oscar Wynne.
- 1976 Los Angeles, CA—Fred Sinko.
- 1987 St. Charles, MO—Lydia Joyce Steele (s).
- 1998 Pr. George, B.C., CAN—Daniel Bryce, Rudolfo Perhaz.
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- 2217 Lakeland, FL—Ollie M. Hamm.
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- 2310 Madisonville, KY—Everett C. Goff.
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- 2520 Anchorage, AK—Arne W. Christianson, Woodrow W. West.
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- 2608 Redding, CA—Booker T. Smith, Herbert L. Hartley.
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- 2755 Kalama, WA—Bruce B. Haines.
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- 2902 Burns, OR—Arthur W. Pearson, Johannes Gilberg, Lloyd Faesten.
- 2949 Roseburg, OR—James F. Gazley, William J. Gildersleeve, William R. Pulley.
- 2961 St. Helens, OR—Dee Wooley.
- 3038 Bonner, MT—Harry Conley, Louise Mary Lovitz (s), Patrick J. Thibodeau.

- 3088 Stockton, CA—Archie Albertini, Howard Chatfield, Octavio Lopez Seixas, Rina Stern (s).
- 3141 San Francisco, CA—Robert Dale Nielson, Jr.
- 3148 Memphis, TN—Angelo Hicks.
- 7000 Province of Quebec, LCL 134-2,—Valeda Cloutier (s).
- 9224 Houston, TX—David Sinclair.

CORRECTION: *We are informed that, through a data processing error, we incorrectly listed Kirk T. Hennig of Local 2396, Seattle, Wash., and J. Pierce, Local 101, Essex, Md., among the deceased members. Both are very much alive, and we regret the error.*

Mailboxes

Continued from Page 18

should be 19 to 23 inches in length, 6 to 12 inches wide and 9 to 14 inches high. Other than that, there are no further regulations.

"Postmasters are authorized," the manual continues, "to approve mailboxes constructed by individuals who for esthetic or other reasons do not wish to use a manufactured box. But the box they construct must conform generally to the same requirements as approved manufactured boxes relative to the flag, size, strength, and quality of construction."

A Midwest publisher recently issued a book entitled "Mailbox Mania," in which there are no less than 200 "crazy" mailbox photos. And he says that he's merely scratched the surface relative



If you have a standard rural mailbox, you know how annoying it can sometimes be to remove mail from it, especially when sitting in your car.

There's a company now manufacturing a snap-in plastic "EZ MAIL" which fits into your rural box and pulls out, as shown above. It is designed with patented spring tabs to prevent it from accidentally being pulled out and a front flap that folds flat to accept large packages. For more information write: EZ Mail Corp., 57 Chestnut St., Norwalk, Conn. 06854.

But, of course, if you're an enterprising journeyman carpenter or cabinetmaker, you might want to make your own.

to "esthetic" mailboxes. In other words, he has hundreds of others in his files.

Statistically, there are 13.4 million rural mailboxes in the United States, served by 21,600 rural postoffices. In physical appearance, these mailboxes run from the ordinary to the ridiculous and the sublime. Question any rural mail carrier and he or she will admit to having several "crazy" mailboxes on the route served.

Once yearly, each rural postoffice is supposed to sponsor a mailbox improvement week, usually in the spring, encouraging customers to repaint and repair their boxes, or to replace them entirely. So out come the gismos, the soldering irons, the welding torches, with the resulting new mailbox that is, at least, a new image at the head of the farm lane.

Uncle Sam accepts this, but there is some thing he does frown upon: effigies or caricatures. So if you've always wanted to rib your county road commissioner, or the implement dealer who sold you a combine that turned out to be a lemon, forget it!

It might be mentioned here also, for the benefit of the teen-agers with their newly acquired auto driving permits—don't topple a mailbox or two some dark night just for fun. You'll get into big trouble with Uncle if you do!

Now if you want to view these esthetic creations first hand, take a leisurely drive through the countryside some sunny afternoon, and feast your eyes on the esthetic, the ridiculous or the sublime!

Waldmann Plant

Continued from Page 24

when the architect designates them. To ensure prompt and, often more important, careful delivery, the company owns and operate its own fleet of tractor-trailers. Its plants are equipped with the most modern machinery, including a 12-by-6 foot hot plate veneer press which turns out perfectly matched veneer panels.

After being cut to specific sizes in the rough-cutting department, wood for a project proceeds to the machining department where it is shaped and sized by planners, routers, and other electric woodworking apparatuses. In this department they have various sanding equipment, wide-belt, narrow-belt, drum, and profile brush, to perform specific tasks. They also have a special machine for sanding molding. The unit is assembled once the pieces are prepared, and then it's thoroughly inspected to be sure it meets the architects' specifications. A finish is applied before the piece moves to the upfitting department for the installation of glass and hardware fixtures. When inspected and ready to go, the assembly is transported to the installation site by Waldmann trucks and installed by local union craftsmen. A team of 10 expert installers supervises every job.

For an informative brochure or to order write: E-Z Two-Tape Measure, 1609 West Magnolia Blvd., Burbank, Calif. 91506. Telephone: (818) 842-4891.

Clifton Enterprises.....29
Estwing Mfg. Company ..27
Foley Belsaw35
Hydrolevel.....27
Marsupial Enterprises39
Stanley Tools ... Back Cover

"The Long Arm" sells for \$26.99 ppd. and is available from the Holly Hill Co., Main St., P.O. Box CR, Smyrna, N.Y. 13464. For additional information call Loni Kaboly (607) 563-8759.

For more information: Oceaneering International, Inc., P.L. Box 19464, Houston, Tex. 77224.

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

A technical diagram of the Speed Squat Link mechanism. It shows a side view of a bicycle seatpost with a seat clamp. A bracket is attached to the seatpost, and a link is connected to it. The link has a rectangular plate with a central slot. A cable is attached to the bottom of this plate and runs down the seatpost. The cable is labeled "SPEED SQ. LINK".

- Unsnap modular link ★ and slide apart for side pouches
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- Tape Holder holds 1"x 25" tapes • 1 year guaranty.
- Made from DuPont "CORDURA"™

[illegible]

Two vital issues: the L-P Boycott and the proposals to tax life-support

***We've never walked away from
a fight, and we won't now!***

I have spoken with you about the Louisiana-Pacific strike before and about the determination the L-P strikers have shown throughout this difficult struggle. I'd like to take this opportunity to once again speak with you about these workers, the importance of their fight, and the Brotherhood's response.

I had the good fortune recently to be able to spend some time with many of the L-P strikers and other Brotherhood members working in the wood products industry. In talking with these workers, one thing was clear despite the hardships that have been endured during the 22-month-old strike, our striking members at L-P are more determined than ever to fight L-P's union-busting efforts. Families have been disrupted, many have gone hungry, and mortgages have been foreclosed, but their determination grows.

In my conversations with these workers, it was clear that their commitment to this fight was based on two things: the rightness of their cause and the support they have received from Brotherhood members throughout the United States.

Louisiana-Pacific set out two years ago to bust its employees' union. The company withdrew from an industry bargaining association, and then advanced a bargaining position which called for wage and benefit rollbacks, the imposition of mandatory overtime, the elimination of vacation benefits, and the removal of union security provisions from their collective bargaining agreements. L-P's chairman, who in the year of the strike made \$2.4 million dollars, spoke openly of his "Southern strategy," which was designed to impose the poverty-level wages paid at the company's Southern mills on its workers in the Pacific Northwest.

After our Western Council reached agreement with the rest of the industry on a modest three-year contract which took into account industry difficulties, the fight was on with L-P. While the union-busting tactics and proposals advanced by L-P are the basis for this strike, the fight against L-P stands for far more. Employers throughout this country, with the aid and comfort of the Reagan Administration, are trying to turn back the clocks on working men and

women in this country. L-P went so far as to say on local television that they wished they could "return to the work ethics of the 20s and 30s." The L-P strikers have said "no" to L-P and they have made hard sacrifices to resist L-P's efforts which threaten workers throughout the forest products industry. These workers are fighting not only for themselves and their brothers and sisters in their industry, but for all of us. They have said "no" for all of us to the attacks on workers' rights and livelihoods.

Another important factor which has contributed to the determination of the L-P strikers is the overwhelming support Brotherhood members throughout the country have provided them. In each of my conversations with the strikers, they expressed eternal gratitude for the aid and support they have received from Brotherhood members everywhere. The generous and continuing support which has been forthcoming has enabled these workers to continue the fight—our fight.

Beginning with the rally by 1,500 Brotherhood members on Wall Street in New York, we have responded as a Brotherhood united in support of our brothers and sisters. The generous financial support provided by retirees, active members, and affiliates across the country has been tremendous. The boycott efforts of our members throughout the country have been great and the boycott activity is intensifying each week. On one recent weekend alone, over 400 Brotherhood members in the state of New Jersey manned boycott lines at retailers selling L-P products. Our presence on the boycott lines has been felt, as nearly 300 stores have dropped L-P's wood products as a result of our boycott actions.

We've hit L-P at every turn, and we'll continue to do so until this fight is won. We've demonstrated at every event attended by L-P representatives, from industry association meetings to stock analyst meetings. Affiliates have challenged L-P's plant expansion programs in every part of the country by successfully opposing environmental, zoning, and building permits. We've worked closely with religious and community groups to broaden our base of support against L-P. We have taken our fight against L-P to Congress and legislative and administrative offices throughout the country. Our impact on L-P is clear: since the strike started the company's stock has fallen from \$36.50 per share to \$20.50, and we're not through yet.

Saturday, May 4, has been designated "L-P Boycott Day" by the Brotherhood's Executive Board. On this day, I would like to see every local and council in the country conduct boycott activity in their area. We've started an "Adopt a Lumber Store" program in which every affiliate is asked to identify a lumber store in their area carrying L-P wood products and begin regular boycott activity.

The struggle of the L-P strikers has been long and difficult, and its not over yet, but through the determination and the support of Brotherhood members everywhere L-P knows it's in a fight. The United Brotherhood of Carpenters and Joiners of America

has been representing workers for more than a century, and our record is a long and honorable one. In building this record, we've never walked away from a fight, and we're not going to start now. We intend to continue our support for the L-P strikers until they obtain full justice.

If one thing is clear from this struggle, it is that our strength as a union lies in our willingness and determination to join ranks in fighting attacks on the livelihoods and dignity of Brotherhood members anywhere. I am proud of the way we have responded as a union, from the boycott lines to the expressions of material support and encouragement for the strikers. As the fight against L-P continues, I am confident that the L-P strikers will benefit from the growing support of Brotherhood members united against a common challenge.

* * *

The L-P strike and boycott is only one of several issues of particular concern to American wage earners this month. There are several legislative bills introduced in the current session of the Congress which are intended to make life more difficult for workers who want to form unions or join unions and negotiate for their betterment under normal and democratic procedures.

The most important to us at this time are proposals to tax our health insurance and other job-related benefits—part of what we call our fringe benefits. Essentially, what the enemies of organized labor are trying to do is rip apart what you could literally call our “life-support system” over and above our wages and working conditions. It would cancel out years of struggle at the bargaining table for group health plans, group insurance plans, pension plans and the like—all of which were entered into for the practical reason that group plans saved us money and they assured employers of a healthy and stable work force. They are as much a benefit to employers as they are to workers. Most of the wage earners of North America—whether they be union or non-union—are covered by some form of group health and life insurance. Taxing these so-called benefits amounts to laying the burden of the multi-billion-dollar national deficit on the backs of the working people of the United States.

You can be sure that the people who have been trying to destroy Social Security through the years are the same people now trying to destroy employee health insurance and other job-related benefits.

In the name of “tax reform” and deficit reduction, Congress has already imposed tax burdens on employee benefits, including multi-employer plan benefits. Just last year, the Deficit Reduction Act of 1984 imposed new limits on the deductibility of employer contributions to employee welfare benefit plans and subjected the earnings of such plans to new taxes on so-called “unrelated business taxable income.” The Act also repealed the estate tax exclusion for benefits paid from pension plans.

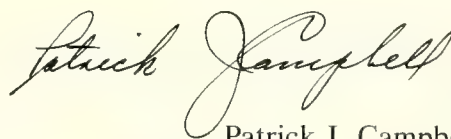
As union leaders warned last month in testimony

before the House Education and Labor Committee, millions of families rely on these job-related benefits, and a lot more than tax dollars are at stake in these disruptive tax proposals. A new payroll tax on employer-provided benefits would severely split the nation's workforce by age and family status. Family protection would be reduced and made more costly.

We must remember that employee benefits are not gifts or grants from employers. They represent earned benefits, resulting from tough negotiations where unions sometimes gave up something and the employer or contractor gave up something.

Many previous Congresses have encouraged employers to assume the social functions and responsibilities provided by employee benefits. This approach to general health care, retirement security, life, disability, and unemployment insurance was considered preferable to the socialized systems of other industrial nations. We have followed this route for a half a century, and now a conservative administration in Washington wants to turn back the clock and destroy what has been achieved by laying a heavy tax burden on it.

We can't turn back social progress. I urge you to write your Congressman and senators and demand that they vote “no” to any effort to tax employee health and welfare benefits.



Patrick J. Campbell
General President



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May 1985

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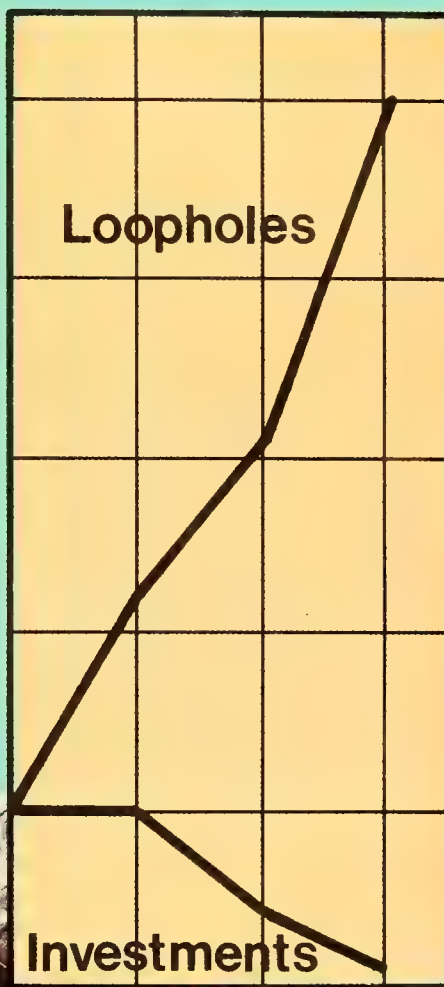
United Brotherhood of Carpenters & Joiners of America

Founded 1881



DEFICITS AND TAXES

*The Corporation Loopholes
Are Growing—See Page 2*



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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

Deficits and Taxes	2
Tax Incentives Fail to Provide New Jobs	5
Leon Greene Retires as 5th District Board Member	5
'Violence' Hearings Expose Union-Busters' Role David Perlman	6
Missing and Exploited Children	9
Louisiana-Pacific: The Fight Goes On	10
50th CAPS to be Installed	13
The 1985 Union Industries Show	14
Canadian Industrial Conference	15
A Miniature Master	16
The Shocking Truth About Electrical Hazards	18
UBC Petitions OSHA to Regulate Wood Dust	19

DEPARTMENTS

Washington Report	8
Ottawa Report	12
We Congratulate	20
Consumer Clipboard: Spring Clean Your Files	22
Local Union News	23
Retirees' Notebook	29
Apprenticeship and Training	30
Plane Gossip	32
Service to the Brotherhood	33
In Memoriam	37
What's New?	39
President's Message	40

Patrick J. Campbell

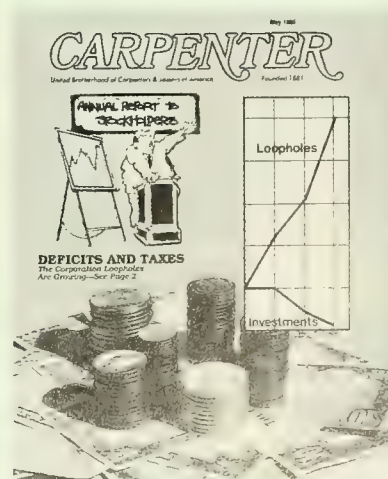
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THE COVER

If some of the ultra-conservative lobbyists in Washington, D.C. had their way, you'd be taxed on your health care benefits, your group life insurance, any educational assistance for your children in college, your unemployment insurance when you're out of work, and any workers' compensation you receive during the course of a year. These various life-support benefits have been negotiated in good faith with management over the course of many decades, and now there's a move to tax them.

Meanwhile, an estimated \$90 billion in corporate taxes is slipping out of Uncle Sam's fingers each year because of loopholes in the U.S. tax code. Legal tax avoidance among businesses is becoming commonplace, according to Citizens for Tax Justice, a labor-supported organization.

With heavy deficits in the Federal budget because of Congressional spending and requirements of national defense, many legislators are now re-examining the tax situation and urging reform—something which organized labor has sought for years. This spring labor union representatives, including your own UBC legislative advocates, are working hard for tax justice. Your letters to Members of Congress and your continued support of the Carpenters Legislative Improvement Committee are needed.—*Lower illustration from H. Armstrong Roberts.*



Printed in U.S.A.



DEFICITS AND TAXES

Growing loopholes and lagging corporate investments spell trouble for the U.S. and Canadian economies

If you're like most members of the United Brotherhood of Carpenters and Joiners of America who filed income tax returns last month, you found few loopholes in the tax code which offered advantages to you. Like other wage earners, you paid through the nose.

While you were struggling over Internal Revenue Tax Form 1040 or a Canadian counterpart, an estimated 9,000 to 10,000 other people in the United States with incomes of \$250,000 or more were legally avoiding any tax payments at all. Thousands more came close to paying nothing. Wealthy Americans avoided paying taxes on more than \$35 billion of their income in 1983, the U.S. Treasury reports, by investing their money in oil drilling, real estate, dairy farms, avocados, and other ventures that qualify for deductions, credits, and assorted tax breaks. "Tax sheltered" investments have become so important to wealthy individuals and corporations that they are actually distorting the national economy.

The cost of what the *Washington Post* calls "the vast web of budget and tax provisions" enacted by the U.S. Congress in recent years has become so complex that thousands of corporations and thousands of wealthy citizens are effectively escaping their share of the tax burden. Federal tax breaks to businesses and people in Fiscal 1986 alone are expected to exceed \$400 billion, about twice the projected federal deficit for next year.

Nine years ago, when Jimmy Carter accepted the Democratic presidential nomination, he told convention delegates, "It is time for a complete overhaul of our tax system. It is a disgrace to the human race."

A month later, Gerald Ford began campaigning on a Republican platform which stated, "Our tax laws have become a nightmare of complexity and unfair tax preferences, virtually destroying the credibility of the tax system. Simplification should be the major goal of tax reform."

When Gerald Ford was in office, a decade ago, there were 12 recognized "unfair tax preferences," or loopholes, in the U.S. Tax Code. By the time Mr. Carter lost the presidency to Ronald Reagan the total number of loopholes had reached 92, according to one taxpayers group. A year later President Reagan's famous tax cuts, which only saved a few dollars per month for the average taxpayer, did reduce tax rates and lower inflation, but also added 10 more loopholes.

Canadians, too, face an unsettled tax situation. With a \$34 billion deficit facing it, the new administration of Prime Minister Brian Mulroney awaits the Finance Minister's budget on May 22. The Finance Minister is expected to call for more curbs on federal spending and not request higher taxes.

Legal tax avoidance among businesses is becoming commonplace, according to Citizens for Tax Justice, a labor-supported organization. At least 128 multinational corporations paid no

taxes for at least one of the years 1981 to 1983 despite their having received \$57 billion in combined profits. They accomplished this through the use of tax deductions, exemptions, and credits for certain tax-favored investments, particularly for purchases of equipment.

A tax dodge for some companies is the tax credit allowed for research and development. Under current law, companies can receive tax credits of 25% of the increase in R & D in proportion to the average of their spending over the previous three years. Many high-technology firms are taking advantage of this tax preference.

There is good argument for a tax write-off for research and development in some cases. Research and development is needed to keep the nation moving ahead in medical research, defense technology, computer hard and software, and to keep us competitive in international markets. The rationale for a tax credit for research is that, unlike most other kinds of economic activities, the benefits of research don't accrue only to the company that does the work but in many cases to the nation as a whole. A company might be not be able to undertake some research projects if it didn't have the incentive of the federal tax break.

There is evidence, however, that some companies have used the R & D credit to pursue questionable research objectives. Sometimes government help has enabled companies to obtain windfall profits because of "spin off" products. It's estimated by the House Ways and Means Committee in Washington that R & D tax deductions have cut federal tax revenue by about \$1½ billion a year. This allowable tax credit expires at the end of this year under the law which created it, and legislators are trying to make sure that a more equitable version of the law takes its place next year.

The R & D credit is only one of many tax preferences afforded big business.

"It's no secret," says the Citizens for Tax Justice. "The federal corporate income tax is but a loophole-riddled shadow of its former self. Back in the 1950s and 1960s, it contributed a quarter of all federal revenues. By 1983, its share had dropped to 6.2%, with loopholes reducing corporate tax revenues by \$1.67 for every dollar actually collected."

The largest loophole of all is the Accelerated Cost Recovery System, ACRS, a system of super-accelerated write-offs for business investments in plant and equipment adopted as part of the 1981 Reagan tax bill. Together, ACRS, the investment tax credit, and other corporate loopholes now cost the federal government more than any other

3 Proposals for Income Tax Simplification and Fairness

Three major proposals before the U.S. Congress make a stab at federal tax simplification and fairness. There is a Treasury plan which takes up two volumes and 670 pages. There is the FAST (Fair and Simple Tax) bill sponsored by Rep. Jack Kemp of New York and Sen. Robert Kasten of Wisconsin, both Republicans. And there is the Fair Tax proposal sponsored by Sen. Bill Bradley of New Jersey and Rep. Richard Gephardt of Missouri, both Democrats. Congress watchers anticipate a compromise of all three of these proposals as they work their way over Capitol Hill.

Here's how the plans would affect:

TAX RATES—There would be fewer categories of tax rates under all these plans.

MORTGAGE INTEREST DEDUCTIONS

Kemp-Kasten would keep them. Bradley-Gephardt would put a cap on them. Treasury would limit them to a taxpayer's primary residence.

BANK-LOAN AND CREDIT-CARD INTEREST

Treasury and Bradley-Gephardt would limit them. Kemp-Kasten would repeal them, except for education loans.

PERSONAL EXEMPTIONS—Treasury and Kemp-Kaster would double them to \$2,000. Bradley-Gephardt would increase the taxpayer's exemption to \$1,600 but leave dependents' exemptions at \$1,000 each.

PROPERTY TAXES, STATE AND LOCAL—Treasury would repeal these deductions. The other two plans would keep them.

INCOME TAXES, STATE AND LOCAL—Only Bradley-Gephardt would keep them deductible.

SALES TAXES, STATE AND LOCAL—All three plans would abolish these deductions.

INCOME AVERAGING—Only Treasury would keep this. The Treasury

plan, however, would disallow income averaging for taxpayers who were full-time students during the base period.

TWO-EARNER MARRIED COUPLES—Kemp-Kasten would modify this deduction. The other two plans would repeal it.

CAPITAL GAINS—Their preferential treatment would end under Treasury and Bradley-Gephardt. Treasury would index gains for inflation. Kemp-Kasten would let a taxpayer choose between indexing gains for inflation or excluding from taxation 40% of gains.

IRAs—Treasury would raise the annual deposit for an Individual Retirement Account to \$2,500 and make it available to spouses working in the home. Current law would not change under the other two plans.

HEALTH INSURANCE

The exclusion of employer-paid premiums would be repealed, above a certain amount, under Treasury and would be limited under Bradley-Gephardt. In both cases, some of these benefits would be taxed as regular income. Kemp-Kasten would keep them untaxed.

LIFE INSURANCE—Treasury would repeal the exclusion for employer provided premiums, so that value would be taxed as regular income. The other two plans would keep them untaxed.

CHARITY—Treasury would limit deductible contributions. Bradley-Gephardt would modify them. Kemp-Kasten would keep them.

Because none of the plan would establish one rate for all personal incomes, with no preferences, it's impossible for itemizers with a variety of income sources and deductible expenses to figure out, in advance, under which plan they'd be better off, and by how much.

Not even a tax expert can easily keep straight who would make out how.



program in the budget except defense and Social Security, and far more than all federal programs for the poor combined.

You don't find the corporate lobby-

ists in Washington calling ACRS a tax loophole, of course. High-powered attorneys who double as corporate lob-

Continued

13 Federal and Ontario Individual Income Tax Return Identification

1040 U.S. Individual Income Tax Return 1984

Filing Status

Exemptions

Calculation of Total

Personal income taxes were paid last month in both the United States and Canada. As the official tax form at left above indicates, each Canadian province has its own tax form which is filed with the federal government. Prorated tax revenues in varying percentages are then returned to the provinces. The form above is for the province of Ontario.

byists in the nation's capital do not call such measures tax loopholes. They call them "incentives" or "revenue enhancements." ACRS was supposed to increase the number of jobs available, too. Unfortunately, because many corporations didn't respond patriotically to Mr. Reagan's call for re-investments in North America, investors profited more than job seekers through manipulations of ACRS.

"After the 'incentives' entered the tax code, no one has seemed very interested in finding out if they actually result in the increased capital spending promised so persuasively by the corporate lobbyists," the Citizens for Tax Justice point out. "Each year the federal government forgoes tens of billions of dollars in corporate tax revenues in the name of encouraging greater business investment without holding either the lobbyists or their corporate employers accountable if the additional investment fails to materialize."

By now, every American voter and taxpayer knows of the dilemma facing the U.S. Congress: In simple terms, lots of bills and appropriations and not enough revenue coming in to cover all the indebtedness. You have probably seen the television commercial showing two men asking a newborn baby to sign a paper acknowledging a debt he is born with, amounting to \$50,000. If the Reagan Administration and the Congress continue to postpone tax reform, this

picture may become more real than fantasy.

Last year, prior to the November elections, the AFL-CIO, with our endorsement, presented the same platform proposals to both political parties. This is what we said, in part:

The Reagan Administration has engineered a radical and irresponsible restructuring of the tax system, severely damaging its effectiveness as a revenue source, an economic balance wheel, and a means to a more equitable society.

These unfair irresponsible tax giveaways must be reversed. Measures such as value-added taxes and flat-tax schemes must be rejected and a comprehensive program enacted to attack the array of unfair and costly credit, deductions and exclusions which have heaped the tax burden onto low- and moderate-income Americans while benefiting the wealthy and the corporations. A program to end the tax giveaways would restore an element of even-handedness to the tax system and recapture revenues urgently needed to narrow the deficit, prevent a resurgence of interest rates, and permit a sustained, balanced economic recovery.

Key elements of such a program should include:

- Repeal of the indexation provisions enacted in 1981 and scheduled to begin in 1985.
- A curb on the inequitable tax

avoidance of the so-called savings incentives put into effect by the 1981 Reagan Tax Act.

- Phasing out of the 60% exclusion of profits from the sale of stocks, bonds, real estate or other capital gains, as well as the complete exemption of such gains when passed on to heirs.

- Restoration of the corporate income tax. This tax, once a key source of revenue, equity, and economic balance, now accounts for less than 10% of federal revenue each year and thousands of profitable corporations pay no income tax at all.

- Ending tax subsidies that encourage U.S.-based firms to locate overseas.

- Repeal of the 1981 Accelerated Cost Recovery depreciation system and enactment of a business machinery, equipment, and real estate depreciation system that reflects an accurate, realistic accounting of business capital investment costs and income for tax purposes.

- Removal of the special tax "incentives" that riddle the business tax structure. These preferences, like the oil depletion allowance, the investment tax credit, and the employment tax credit, rarely meet their stated objectives and amount to devices that waste huge amounts of revenue by providing wind-fall tax benefits to firms for doing what they would do anyway.

Proposals to change current practice relating to deductions and the taxation of workers' fringe benefits must be balanced against other measures to require the wealthy and the corporations to pay their fair share of the tax burden. They must not add to the unfair tax burden borne by workers and particularly should not be targeted as source of revenue to make up for the huge and inequitable cuts of 1981.

For the same reason—simple fairness—schemes to increase federal tax revenue through "value-added," "flat," or other regressive forms of taxation should be repudiated and rejected.

A temporary surtax should be enacted to meet the current defense budget needs. Such a tax should be levied on both corporations and individuals; the rate should be graduated, and it should include the income that currently escapes through phantom write-offs, special exclusions, and shelters.

The AFL-CIO calls for a tax system that is based solidly on the principle of ability to pay and that is structured to produce revenues adequate to meet all of the nation's economic, social, and defense needs. We urge firm rejection of any and all proposals—such as a constitutionally mandated balanced budget—to foreclose congressional action to meet the nation's revenue and spending needs.

Tax incentives fail to provide new jobs for U.S. work force

With the start of the congressional debate over taxes and spending, it's a good time to examine those big "supply-side" corporate tax breaks that were supposed to spur an investment boom, with jobs for all.

Most of the Reagan "investment tax incentives" enacted in 1981 are still in place.

Unfortunately, they haven't achieved the advertised purpose for which they were sold to the public and Congress. In fact, a recent study actually shows a reverse relationship between the amount of tax breaks and how much companies invest in new plants and equipment.

A 38-page study, done by the Citizens for Tax Justice, a Washington-based coalition of citizen and labor groups, examined a sample of 238 major U.S. corporations and their annual reports to shareholders for 1981-1983. It found the following:

- The 238 companies surveyed paid an average 14.3% of their earnings in federal income taxes, far below the 46% statutory corporate tax rate. Yet, despite their nearly \$90 billion in "tax incentives" in the 1981-1983 period, these profitable firms reduced new investment by 15.5%
- The corporations enjoying the largest tax advantages slashed their investment the most. The 58 firms that paid no

taxes or received net tax rebates over the three-year period as a whole reduced capital investment by 19.3%. The 15 companies that paid zero taxes or less in any of the three years cut their investment most of all, by 29.6%.

- General Electric, which received more net tax rebates than any other U.S. corporation and got a \$283 million refund from the Treasury, despite \$6.5 billion domestic profits over the three-year period, reduced investment by 15%.

In sharp contrast, the 50 companies in the survey with the highest tax rates over the three years—those with the least incentive to invest according to supply-side theory—increased their capital investment by 4.3%. These firms paid over 33% of their profits in federal income taxes.

Robert S. McIntyre, co-author of the study, concluded that "the failure of tax incentives to lead to increased investment, in particular by the companies enjoying the greatest loopholes, reflects the fact that in the real world companies invest only when they need new plants and equipment to produce products they can sell to consumers. When consumers don't spend money, plants are idled and new investment drops. Taxes, or lack thereof, don't

Continued on Page 38

Write Now . . .

SAVE YOUR BENEFITS

The U.S. Treasury Department and some in Congress are proposing a "tax simplification" plan that could result in many of your current job benefits facing taxation.

The plan, as proposed by the Treasury Department and given a tentative O.K. by President Reagan, could cost workers as much as \$24 million in added taxes. Under the plan workers would be expected to pay taxes on the value of all major benefit programs, including health and life insurance, dental coverage, child care benefits, educational assistance, worker compensation, death benefits, etc.

Unionists and all workers should write their Senators and Congressmen, urging them to resist efforts to tax job benefits as unfair to workers.

Address your Congressman: *The Honorable _____*,
U.S. House of Representatives,
Washington, D.C. 20515.

Address your two senators: *The Honorable _____*,
U.S. Senate, Washington, D.C. 20510.

Write in your own words, telling the senators and congressman why you feel such a tax would hurt you and be unfair. Be sure to sign your name. A short letter or card will suffice. It need not be typed, but should be written clearly.

Leon Greene Retires as 5th District General Executive Board Member

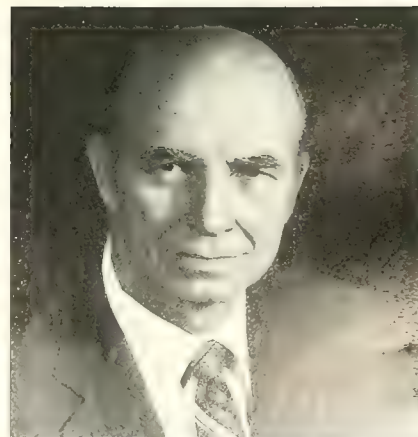
The senior member of the United Brotherhood's General Executive Board, Leon Greene, a veteran of 43 years of membership in the Brotherhood, 25 years of which have been spent as the 5th District's representative on the GEB, has retired.

Greene officially retired as of May 1, 1985, attending his final General Executive Board sessions in Washington, D.C., last month.

President Campbell praised Greene's long and dedicated service to the Brotherhood, calling his forthright and diligent attention to official duties over the past quarter century an example for younger leaders of the Brotherhood to follow.

Greene retired at age 67. He was initiated into the UBC on January 20, 1943, joining Millwrights Local 548, St. Paul, Minn., where he has maintained his membership since. He once worked for the DuPont Corp. in Minneapolis, and from 1934 to 1937 he saw duty with the Army Air Corps. He served in the 29th Battalion and Special Unit, U.S. Navy during World War II. At one time, he worked with the U.S. Department of Commerce Business and Defense Services Administration. For a time he was business representative of Local 548, and for five years he was executive secretary of the Minnesota State Council of Carpenters.

Continued on Page 15

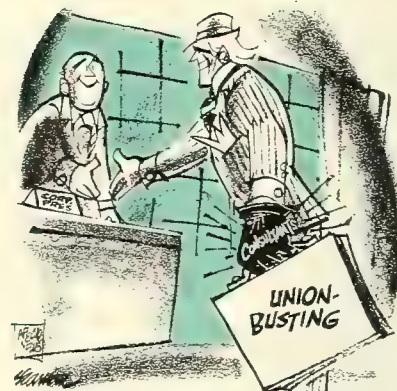


LEON GREENE

'Violence' Hearings Expose Union Busters' Role

By **DAVID L. PERLMAN**

AFL-CIO News



"Professional" union busters are available to management at a price. They are trained in labor law and public relations and can do a "hatchet job" on a union. At left, hundreds of heavily-armed National Guardsmen and police were called out "to keep the peace" during the Phelps Dodge Strike in Arizona. Union members suffered the consequences.



Senate hearings turn the spotlight on the tactics of union-busting management and its paid agents.

Senate hearings intended to build a case for making picket line misconduct a federal crime under the Hobbs Act ended up instead turning a spotlight on the tactics of a union-busting management and its paid agents.

That's not the script Senate Labor Committee Chairman Orrin G. Hatch, (R-Utah), had in mind when he singled out a still-continuing strike at the Missouri Portland Cement Co. operations at Joppa, Ill., to showcase "union violence."

The "violence" in support of the strike by Cement Workers Local 438, an affiliate of the Boilermakers, turned out to be quite a bit tamer than the assertion by Sen. Hatch that the hearings would show how union "threats, assaults and wanton disregard for human life" left the community "traumatized by violence."

What "violence" there was, testimony showed, came as much from hired strikebreakers and an army of private

guards that outnumbered the strikers as from union members.

CONSULTANT BRAGS

The union-busting strategy came in large measure from Thomas E. Hall Jr., a hired management consultant. Hall was so proud of his "success" that he solicited other cement companies, with a letter including these boasts:

"No doubt you have heard that Missouri Portland Cement Co. has replaced its striking workforce at its plant in Joppa, Ill. This replacement of workers was conducted on a very discreet and successful basis by my firm, Hall & Associates. . . .

"I am pleased to say to you that my organization was able to recruit the necessary skilled and unskilled workers without the union ever realizing what was going on. As a result of our ability to replace Missouri Portland's workforce, the company has effected an

ongoing cost savings of several million dollars as a result of:

1. Reducing wage rates by 30%.
2. Reducing benefits levels.
3. Reducing workforce by one-third.
4. Improving work rules, thereby increasing productivity."

Hall's letter invited "a confidential discussion as to how we work" and claimed to be "the only firm I know of which offers this service to union-plagued industries."

Democratic members of the committee sought to have Hall testify as to his firm's activities in the strike. At their request, Hatch invited Hall to testify but the consultant "declined" the invitation.

The local union president, Dave Beck, told the Senate committee that the company attitude changed after it came under new ownership as a result of a corporate takeover. Previously, he said, relationships had been good and in a

short strike 10 years ago, the company used no security personnel at the plant.

Although the union didn't know it at the time, he testified, when management presented the union with an unacceptable package of takeback demands early last year, it had already arranged with a private guard service to move in if the workers struck.

Management's demands, Beck said, included a \$3.80-an-hour wage cut, reduced retirement benefits, and exclusion of union representatives in grievance procedures, among others.

FORTIFICATION

Before the contract expiration, Beck testified, the company "constructed a high chain link fence around the premises, topped by barbed wire. Forty-eight light poles were installed, each with four 1,000-watt bulbs."

The contract expired on May 1, 1984. But while the union continued bargaining for six weeks, "the company's position became even more adamant."

When the workers finally struck, five movie cameras were installed and manned. An army of 150 guards from Nuckles & Associates Security, an outfit with a long record of battling unions, was brought in—outnumbering the 115 strikers.

Last summer, the union made an unconditional offer to return to work, Beck told the committee. Management's response, a week later, was that

there were no job vacancies because all of the jobs had been permanently filled by scabs.

Later, he testified, the company said it had hired over 100 "permanent" replacements on the day the union telegram offering to return to work was sent but before it was received.

"This company has spent millions and millions of dollars to break our union," Beck told the committee. "They want the public relations effect of union violence. If that violence from the union doesn't happen, then the pressure is on the company, its consultants, its guards and strikebreakers to create some violence, real or imagined."

Beck told the committee of repeated cautions at union meetings urging members not to be provoked into violence, and he acknowledged some individual episodes in which the advice was not followed—often following provocations by guards or strikebreakers.

There were a couple of broken windshields and a union supporter was fined \$500 for pouring some harmless but smelly skunk oil used by deer hunters on a company truck.

There were also strikebreakers and guards arrested. And, Beck added, the Missouri Portland Cement Co. is probably the only firm in the nation that is under a court injunction which prohibits it from "authorizing or encouraging" the action of persons "dressed in hooded Ku Klux Klan outfits and parading with

burning crosses at or near the picket line."

Some of the pickets on the line when company guards put on their Ku Klux Klan display were black, Beck noted.

Sen. Edward M. Kennedy (D-Mass.), responding to Sen. Hatch's statement at the start of the second day of the hearing, suggested that any consideration of the need for additional legislation to deal with strike violence should examine "the role of so-called labor-management consultants who profit from union-busting" and the effectiveness of federal labor law in protecting the right of workers.

FALSE IMPRESSION

Kennedy noted that "for several years now, a nationwide campaign by the National Right to Work Committee has sought to create the impression that a wave of union-sponsored violence is sweeping the nation and that state and local law enforcement officials are either unable or unwilling to prevent it."

But in fact, he stressed, repeated hearings have "failed to show that there is a pattern of unprosecuted violence or that a fair federal remedy can be fashioned without undermining both legitimate workers' rights and the collective bargaining process. Moreover, there are disturbing signs that at least some unsolved acts of violence may have, in fact, been perpetuated by the enemies of the collective bargaining process."

Cement, Lime and Gypsum Workers found themselves outnumbered by guards and strikebreakers when they sought to resume negotiations with Missouri Portland Cement Company. Their only recourse was to take to the streets.



Washington Report



JAPANESE IMPORTS HEAVY

The AFL-CIO recently issued the following statement:

"If the reports out of Japan are correct, American workers are about to suffer the harsh blow of a one-fourth increase in the number of Japanese-made automobiles imported into this country. That development would cost another 90,000 jobs in auto and related industries beyond the millions lost to foreign factories since 1980.

"It is about time we stopped encouraging the Japanese government to determine U.S. trade policy. Congress should act now to initiate a fair trade policy for America and to undo the damage done to U.S. workers by the Reagan Administration's ill-advised decision not to seek extension of the Voluntary Restraint Agreement on auto imports from Japan.

BUDGET DRAINS STATE FUNDS

Most state fiscal surpluses would be turned into deficits by President Reagan's budget proposals, a union study shows.

A survey by the Teachers and its affiliated Federation of State Employees took a state-by-state look at the impact of the Administration's budget proposals. Besides seeking an end to the \$4.5-billion revenue-sharing program, Reagan's budget would slash many federal program grants to states and cities.

Thirty-four states with budget surpluses would move into the deficit column, the union reported.

The budget proposals would eliminate some \$20.3 billion in direct federal grants plus the loss of revenue-sharing funds, the union said. It noted that federal grants offset 24% of state budgets.

JOBLESS AID PHASED OUT

Bowing to President Reagan's veto threat, Congress voted last month to phase out rather than extend a recession-born program of federal benefits of eight to 14 weeks for workers who are still unemployed after exhausting state benefits. The phase-out will, however, protect remaining weeks of eligibility of some 325,000 persons on the Federal Supplemental Compensation rolls when the program expired at the end of March.

ANOTHER MEXICAN INVASION

Not only are Mexican workers invading the country, now the Mexican peso is crossing the Rio Grande too, according to Sen. Lloyd Bentsen, D-Texas. Vending machine operators along the Texas-Mexican border report that they are being swindled by the new Mexican peso which is the same size and weight as a U.S. quarter but is only worth a half-cent. The Mexican coins have even reached the nation's capital.

"I get pocketfuls of them," one Washington, D.C., vending machine operator reports. "We get them in cigarette machines. Laundry machines take them, too."

He said that he had just found 15 pesos in a \$1.25-a-pack cigarette machine.

"So somebody got three packs of cigarettes, \$3.75 worth of cigarettes, for about 10 cents."

Senator Bentsen has written the Secretary of State, asking him to negotiate with the Mexican government about minting a new coin.

GSA's BIGGEST SALE

In the largest single property disposal in its 36-year history, the U.S. General Services Administration has sold a 402-acre portion of the former Hamilton Air Force Base at Novato, Calif., to the Berg-Revoir Corp., a local developer, for \$45,000,000. The surplus federal property was sold at auction.

About 60% of the property is undeveloped, but there are extensive improvements, such as warehouses, hangars, and administrative buildings. Development of the property will be subject to local land use plans.

Other portions of the original base have been conveyed through federal programs for educational and public housing purposes. The U.S. Army retains about 750 acres for helicopter and small fixed wing aircraft use, and the Coast Guard utilizes about seven acres with two hangars.

SUMMER YOUTH JOB PROPOSAL

President Reagan again has submitted to Congress proposed legislation to lower the federal minimum wage for teenage workers during the summer months. The "Youth Employment Opportunity Wage Act of 1985" is necessary to combat high rates of youth unemployment, the President says, adding he hopes Congress will act on it by summer. Under the proposal, employers could, from May 1 to Sept. 30, hire persons under the age of 20 for \$2.50 an hour or 75% of the applicable minimum wage—currently \$3.35 an hour—whichever is less.

The Administration has tried over the last two years, without success, to generate support in Congress for a lower minimum wage for youth. The latest proposal would authorize the lower summer wage only until Sept. 30, 1987, at which point it would be evaluated for its effectiveness in creating jobs for young workers. The bill also would prohibit employers from substituting young workers for current employees—a fear expressed by AFL-CIO in the past. Unemployment among all youth was 18.4% in February, and around 43% for black youth.



You may be able to assist . . .

THE NATIONAL CENTER FOR **MISSING & EXPLOITED** CHILDREN

by **JAY HOWELL**
Executive Director

Each year in this country hundreds of thousands of children disappear and, while many return home safely, thousands are exposed to serious danger, exploitation, and even death. These missing and exploited children come from every part of American life. But for all their differences, they have one thing in common: **They are all in danger.**

The National Center for Missing and Exploited Children was established 11 months ago to initiate a nationwide

effort to protect children and to provide direct assistance in handling cases of child molestation, child pornography, and child prostitution. The Center is a nonprofit organization, located in Washington, D.C., and created in cooperative agreement with the Office of Juvenile Justice and Delinquency Prevention at the U.S. Department of Justice.

The National Center serves as a clearinghouse of information on missing and exploited children, provides technical assistance to parents and law enforcement, and offers training programs to the law-enforcement community.

The Center has published information on effective state legislation to protect children, a handbook on parental kidnapping, a directory of support groups around the country, safety tips for parents and children, and other materials. All publications are available free of charge from the National Center.

Technical advisors at the National Center for Missing and Exploited Children advise parents and law enforcement involved in cases of missing children, child molestation, child pornography, and child prostitution. The Center coordinates among parents, support groups, and the media to distribute photos and descriptions of missing children, and coordinates the exchange of information regarding child exploitation.

For more information, interested persons may contact the National Center for Missing and Exploited Children at 1835 K Street, N.W., Suite 700, Washington, D.C. 20006, (202) 634-9821.

In addition, the National Center maintains a toll-free telephone line for those who have information that could lead to the location and recovery of a missing child. If you have such information, please call **1-800-843-5678**.



LOUIS MACKERLY, 8, blond hair, blue eyes, missing since June 7, 1984, from Allentown, Pa. Louis is approximately 4'1", 44 lbs., and was missing four front teeth when he disappeared.



LAURA BRADBURY, 3, sandy blond hair, brown eyes, missing since October 18, 1984, from Indian Cove Campground, Calif. Laura was kidnapped late afternoon; her brother came out of the restroom and could not find her.



CHRISTY LYNN MEEKE, 5, brown hair, missing since January 19, 1985, from 2304 Parkside, Mesquite, Tex. Christy was abducted from other playing children by young adult white male, brown hair, 5'10", 160-165 lbs.



MITCHELL D. OWENS, 6, black hair, brown eyes, missing since February 3, 1983, from Menlo Park, Calif. He has a scar on upper nose area, and a surgical scar on his left rib.



The Fight Goes On



LOUISIANA-PACIFIC BOYCOTT DAY

MAY 4, 1985

Join thousands of United Brotherhood members across the country on May 4 in leafleting lumber stores selling L-P products. Help bring justice to 1,500 UBC members who have been on strike for almost 2 years.

For information on how you can help, contact your local union representative.

This poster was distributed to every local union to call attention to the special boycott effort on May 4.

Louisiana-Pacific's Earnings Down 91%, as Consumer Boycott Intensifies

The growing commitment of Brotherhood members across the country to boycott and corporate campaign activities against Louisiana-Pacific is taking a heavy toll on company operations.

In a statement to the press on L-P's fourth quarter sales and earnings, UBC General President Patrick J. Campbell, indicated that the impact of the boycott activities and corporate campaign are evident.

"For months, L-P has been telling the investment community and its shareholders that the national labor-consumer boycott of its products was having 'no material impact.' With the number of stores that have stopped selling L-P wood products growing to over 300 in response to strong consumer support, and with our corporate campaign taking a heavy toll on the company, L-P knows it's in a fight, and its financial sheet reflects that fact," declared Campbell.

L-P's first quarter of 1985 figures showed a net income of \$2.3 million on sales of \$270 million, down from earnings of \$25.7 million on sales of \$308.9 million in 1984. L-P's earnings drop for the quarter represents a 91% decline, the largest earnings decrease recorded in the industry. These figures follow L-P's 1984 4th quarter earnings decline of

72%, again the largest drop recorded in the forest products industry. Only two other major forest products companies recorded 4th quarter sales decreases. L-P's earnings from operations for 1984 were down from 1983 earnings, which were severely affected by the 1983 strike.

L-P Strike Report

A report describing the wide range of UBC activities against L-P has been prepared. The annual report discusses environmental and permit actions UBC affiliates have initiated against L-P operations, as well as administrative and legislative actions taken against the company.

L-P recently shutdown its brand new waferboard mill in Montrose, Colo., claiming it didn't have enough Aspen trees to continue operations. Along with several environmental groups in the Montrose area, the Colorado State Council of Carpenters has successfully blocked L-P's access to federal timber on environmental grounds. Recent State Department of Health stock emissions tests at the plant show the mill to be exceeding permit limitations by nearly 40%. The Department is considering the issue of a cease and desist order against the plant. The State Council of Carpenters was the first to bring infor-

mation about possible formaldehyde emissions at the plant to the attention of the Department of Health.

Retailers Targeted

During the month of March United Brotherhood members throughout New Jersey began boycott leafletting against Channel Home Centers. Nearly 600 N.J. Carpenters handbilled 30 Channel stores, with nearly one-third of the stores removing the products during the first weekend of boycott activity, according to Robert Mergner, UBC representative. Handbilling of the 102-store Channel chain has also commenced in Massachusetts and Connecticut.

L-P Annual Meeting

L-P's annual shareholders meeting scheduled for May 6, in Grand Junction, Colo., will again be attended by hundreds of L-P strikers and supporters to raise strike and related issues. A proxy solicitation by the L-P Workers for Justice Committee aimed at major L-P individual and institutional shareholders has been initiated. State Farm, L-P's largest shareholder, will be approached for its support of the Committee's proposals to expand the L-P board with outside directors, force the company management to report on strike costs and revamp the board of directors' Compensation Committee.

Indiana-Kentucky Labor-Management Committee Joins State University for Research Project

The Indiana and Kentucky District Council and the Southeastern Indiana Contractors Inc., have jointly arranged with Indiana University's Labor Studies Institute to conduct a construction industry research project. The Labor-Management Cooperation Committee (LMCC), the Southern Indiana Construction Industry Labor-Management Cooperation Committee, Inc. (CCC), is in the forefront of our Operation Turnaround Labor-Management Committees.

According to Jeffrey R. Vincent, research associate at the IU Labor Studies Institute, the research will provide CCC with a variety of information relating to the construction industry in a 17-county area of southeastern Indiana and northern Kentucky.

Vincent says the project contains the following components:

1. a construction user survey, to establish a detailed profile of user attitudes and practices toward construction labor;
2. a comprehensive market survey, to identify trends in the construction business

over recent years and project likely developments in the future;

3. an industry survey, to identify and analyze construction industry practices which affect the overall efficiency of labor and management in the production process;

4. a compilation of significant research findings and recommendations based on the above surveys;

5. a series of informational and educational activities to disseminate the research findings and implement recommendations.

The construction research project will take place in the following Indiana counties; Bartholomew, Brown, Dearborn, Decatur, Franklin, Jackson, Jefferson, Johnson, Ohio, Ripley, Rush, Scott, Shelby and Switzerland. Carroll, Gallatin and Trimble Counties in Kentucky will also be involved in the project.

The goal of the Labor-Management Cooperation Committee is to promote the union sector through a mutually funded program. Jointly derived, hard scientific data put together by skilled university professionals will

provide the basis through which the labor-management group will address the issue of getting union construction competitive.

Vincent adds, "Besides the previously mentioned activities, the goals of the project also include improving communication between representatives of labor and management; enhancing the involvement of workers in making decisions that affect their working lives; promoting the use of safe, efficient and high quality construction services; and maintaining a productive dialogue with the users of construction services.

"Most existing LMCC's are found only in large metropolitan areas. Also, by utilizing the resources of the university and taking full advantage of the reputation of the division of labor studies, it is hoped a productive dialogue can be created and maintained between labor, management and construction users."

Vincent said the user survey will be mailed in the near future to a selected sample of users/developers in the southeastern Indiana and northern Kentucky area.

Ottawa Report



WAGES NO JOBLESS CAUSE

A study for the International Monetary Fund has concluded that wage levels in Canada are not the cause of presently high unemployment.

The study by economist Jacques Artus contradicts the conservative theory, endorsed by the federal Tories, that Canadian unemployment will fall to normal levels only when workers accept lower wages.

According to this theory, anything that keeps wage levels from falling—trade unions, minimum wages, and the unemployment insurance system—keeps unemployment high.

Federal Finance Minister Michael Wilson used this tack in his recent mini-budget when he said the unemployment insurance program "may create obstacles to labour market adjustment."

In this context, "labour market adjustment" obviously means lower wages.

Mr. Artus's study clearly says that high wages are simply not a problem in the manufacturing sectors of North America.

The IMF, which includes Canada as a member, is a body composed mainly of capitalist nations. It attempts to keep the world monetary system glued together.

QUEBEC'S LAWS PRO-UNION?

Quebec's largest employers' group, le Conseil du Patronat, condemned the province's labor laws recently for being "too pro-union" and discouraging investment.

In a 235-page brief to a provincial commission studying changes to Quebec's labor code, the Conseil said the province's labor laws come second only to high income taxes in turning away investment.

It said the province's controversial law making French the official language is "not now the problem."

The group singled out for criticism Quebec's anti-strike-breaking law which prevents an employer from hiring replacements for striking or locked-out workers.

The Conseil also attacked measures requiring an employer to deduct union dues from employees and legislation allowing a union to transfer its bargaining rights to a subcontractor.

LABOR LAWS IN MANITOBA

Controversial new labor legislation took effect this year in Manitoba despite continued cries of protest from the business community.

The new law will make it easier for unions to get bargaining agent certification and more difficult for them to lose it.

It also will increase powers of the Manitoba Labor Board and will broaden the role of conciliators and mediators in labor-management affairs.

Before Premier Howard Pawley and his NDP government rammed the bill past the opposition in the Legislature last June, it was described as "a dark cloud over Manitoba" in full-page newspaper advertisements by the Winnipeg and Manitoba chambers of commerce and other employer organizations.

Government spokesmen said they deleted the law's most controversial aspect, a plan to allow union members to decide whether an arbitrator would choose between last contract offers by the company and union as the basis for an agreement.

The plan, known as final offer selection, was dropped from the legislative package the Government passed, although Labor Minister Mary Elisabeth Dolin favored its inclusion. But what remained was more than enough to upset many employers.

Employers argue that their rights are being curtailed unfairly by a new provision which severely restricts what may be said about a union by an employer during an organizing drive.

The Government says the section is designed to prevent harassment. But employers say it could mean a union would win automatic certification if a boss at a cocktail party said, "I don't like unions."

Critics say such widespread restrictions may even be a violation of the Charter of Rights and Freedoms.

The automatic certification procedure in itself is another area where employers say the Government has gone too far.

If the Labor Board finds a company guilty of an unfair labor practice, it could certify a union automatically as bargaining agent, regardless of whether a majority of workers signed union cards and without a vote to determine the wishes of workers.

CANADIAN BANKS LEAD

As a group, Canada's major banks reaped the highest profits in the world in 1983, according to a major international study.

IBCA Banking Analysis Ltd., which rates the world's major banks, found that Canada's six leading banks showed a pace-setting average return on equity of 15.5%.

Taking Canada's 1983 inflation rate of 4.9% into account, the real percentage of profitability was 10.6%, by far the highest in the world.

U.S., Japanese and British banks were about three percentage points behind the Canadian banks in overall profitability, with 7.9%, 7.4% and 7% respectively.

The Canadian banks included in the study were the Royal Bank of Canada, Canadian Imperial Bank of Commerce, Bank of Montreal, Bank of Nova Scotia, Toronto Dominion Bank and the National Bank of Canada.



IMS Manager Don Mellin and CDSI Representative William Muldoon instruct office personnel from Locals 210 and 608.

Northern California Leads in CAPS

It is expected that over the next several months, most Northern California district councils and locals will have CAPS installed. In addition, many Northern California locals and district councils will be using special CAPS equipment to tie in to data bases of the Carpenter Funds Administrative Office of Northern California, Inc.

From Florida to Alaska

50th CAPS

Systems To Be Installed

On March 1 Ray Jasperson, financial secretary at Local 1140 in San Pedro, Calif., took possession of the fortieth Carpenters Affiliates Processing System (CAPS). Systems have now been installed from the Broward County District Council office in Ft. Lauderdale, Fla., to Local 1243 in Fairbanks, Alaska, and Local 33 in Boston, Mass. With anticipated installations from California to Maryland and with growing interest in Canada, the fiftieth system may well have been installed by the time you read this.

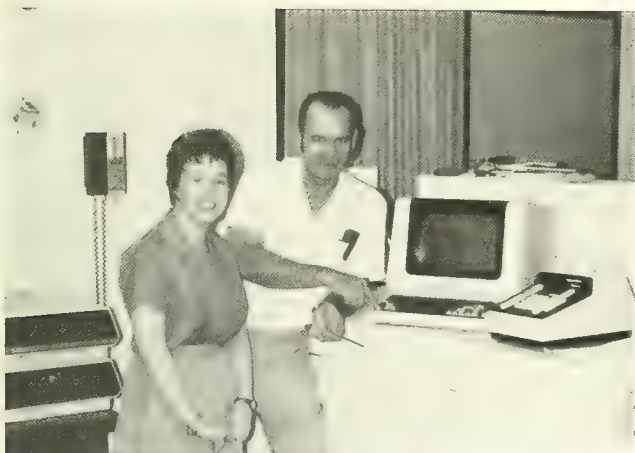
These systems have proven that they can improve services to members and reduce the amount of time spent on paperwork. The system, developed for UBC by Computer Data Systems, Inc., provides a complete solution to the need for a low-cost system that keeps all membership records, handles all kinds of dues collection and receipts, automatically produces letters and labels, tracks contractors, manages job referrals, and much more.

CAPS, unlike some other systems, "knows" when a member is in arrears. The very sophisticated CAPS software can automatically debit each member's account for the correct amount. CAPS tracks the dues rate for every category

of member and it can even keep track of past and future dues rates. When a member pays dues, the total is broken out into various accounts (such as dues and special assessments) which are appropriate for that member. These payments are then credited against the amount owed to each account by the member.

Every CAPS System is completely supported by the General Office Program to ensure that the system will work when it is installed and for many years into the future. For example, it is the only computer system which comes with membership information already loaded from the General Office's files. This means that the system can be used soon after installation. The complete support package also includes:

- On-site installation and training.
- Regular updates of the computer programs (software) which provide new features and system improvements,
- A toll-free number to call whenever there is a question or a problem,
- A complete User Manual and Tutorial designed for UBC affiliates, and
- An on-site service contract for all computer equipment, if it is desired.



Checking out the new CAPS equipment installed by Local 1089, Phoenix, Ariz., are Pat Johnson, bookkeeper, and Robert Boggs, financial secretary and business agent.



Recipients of new CAPS equipment are officers and staff of Local 1280, Mountain View, Calif. Assembled for a briefing, left to right, are Office Secretaries Gladys Hellevig and Janis Durst, Financial Secretary Marion Walker, Office Secretaries Maria Rodriguez and Marjorie Elliott, and Business Agent Thomas L. Pearl.



300,000 at 1985 Union-Industries Show See What 'Buy Union, American' Means

The hands of a skilled union Carpenter demonstrate craft skills at the Union Industries Show.

The message to look for the union label and buy American took on special importance for visitors to the 40th annual AFL-CIO Union-Industries Show, March 29-April 3, in Milwaukee, Wis.

This year a number of union displays among the 300 exhibits at Milwaukee's Mecca convention center documented the impact of unfair foreign competition and record imports on the loss of jobs

and the nation's continued high unemployment.

As usual, the 300,000 people who attended the six-day show also had ample opportunity to discover the vast array of union-made goods and services, share in \$100,000 worth of free samples and products, and win thousands of gifts and prizes, including a Harley-Davidson "hog" motorcycle.

At the show's opening luncheon, AFL-CIO Secretary-Treasurer Thomas R. Donahue said the "goods and services bearing the union label at this show are proof of what can be accomplished through collective bargaining and the mutual acceptance, mutual respect, and give and take that it engenders."

The exhibits demonstrate that, "given half a chance, American workers can

The UBC exhibit was surrounded by crowds throughout the six-day exhibition. Note the big wooden reproduction of the UBC Union Label, made by Milwaukee apprentices. At lower left, AFL-CIO Secretary-Treasurer Tom Donahue, 3rd District Board Member John Pruitt, First General Vice President Sigurd Lucassen, and Union Label and Service Trades President James Hatfield. At lower right, Lucassen, Milwaukee Council Sec. Clifford Buth, Milwaukee Bus. Mgr. Michael Balen, and General Treasurer Wayne Pierce admire the woodwork of Ted Poull Sr. and the inlaid carpeting on the wall.



compete quite effectively with products made elsewhere in the world," Donahue said. But, he added, American workers have their "hands tied" by government trade policies that permit a flood of imports, by tax plans that encourage overseas investment, and by a failure to set a national industrial policy.

The Harley-Davidson motorcycle, a 1985 Electra Glide that retails for nearly \$9,000, was a prize that illustrated the impact of foreign competition. The full-sized Harley, presented by the company and Allied Industrial Workers Local 209, is the last surviving American and union-made motorcycle.

Larry Miller, 23, of Milwaukee, who has been unemployed for the last four months, was the lucky winner of the Harley drawing.

This was the third time the show, produced by the AFL-CIO Union Label and Service Trades Dept. in cooperation with union employers, has been held in Milwaukee. Previous shows were held there in 1948 and 1975.



A full array of Delta power tools and other equipment was used in one UBC booth to create spice racks, paper towel holders, cutting boards, and chair-and-step stools, which were raffled off every hour.

Among those working in the booth were Bus. Reps. Wm. Roehr and Bob Burmeister, Organizer Greg Shaw, Warden Elmer Knutson, and DC Pres. John Wolf.



The Hughes Aircraft Co. shipped this display from its California headquarters to show Milwaukeeans the work of UBC members in its plants. Milwaukee members set up the exhibit and packed it for return shipment after the show.



Pictured above, front row, from left, John Carruthers, General Executive Board Member, 9th District; Adam Salvona, Council Vice-President; Nelson Hilborn, Council President; Walter Oliveria, Council Secretary-Treasurer; Robert Lambert, trustee, and Angelo Laberto, conductor.

Back row, from left, Thomas Harkness, Director, Canadian Regional Organizing Office; Mike Fishman, Assistant Director of Organization; Derrick Manson, Canadian Research Director; Ken Fenwick, trustee; Ken Graves, trustee; and Paul Duhaime, trustee.

Ontario Industrial Council Holds 2nd Convention and Educational Program

Delegates to the Ontario Industrial Council gathered in Toronto on March 30 for the council's Second Annual Convention. The council's officers reported that in the past year, the Council has grown to seven affiliated local unions in Southern Ontario representing over 80% of the UBC industrial members in the area.

UBC Regional Organizing Director Thomas Harkness reported on significant organizing victories and current campaigns in the area. Council president Nelson Hilborn of Local 3189 expressed his pleasure over the council's growth and the hope that the council would continue to grow. It is the aim of the Council to hold bargaining rights for all UBC industrial members in Southern Ontario.

Representing the General Office, Assistant Organizing Director Michael P. Fishman spoke about the need for coordinated bargaining in the UBC's industrial sector and congratulated the delegates for laying a foundation for the council's future growth. Also addressing the convention were General Executive Board Member John Carruthers and Canadian Research Director Derrick Manson.

The two days prior to the council's convention were devoted to an educational seminar on Quality Work Life and

gainsharing programs. A spokesman for the Ontario Quality of Work Life Center addressed the seminar on the center's programs in unionized settings. Walter Malakoff from the UBC Industrial Department followed with a discussion of how unions should respond to quality work life and gainsharing programs, specifically how unions can prevent these programs from harming the collective bargaining process and union members' interests. Delegates described their own experiences with the programs and the pitfalls they have encountered.

Delegates to the convention were as follows:

Local 3189—Robert C. Lambert, Earl Flewwelling, David Hilborn, Steve Phillips, Nelson Hilborn, John S. Melo, Debbie Aulis, Bruce Misener

Local 2679—Ernest Ken Graves, Walter Oliveira, Tony Rebelo, Domenico Sigliano, Buyoon Singh, Emilio Pellicchia, Ilmar Rani, Lance Humphrey

Local 1030—Frank Manoni, Robert Charron, Paul Duhaime

Local 802—Paul LeBlanc

Local 3054—Adam Salvona, Ken Fenwick, Angelo Laberto, Richard Hoffman, John Hardwick, David McQueen, Barbara Arnezeder, Wilma Harris

In addition to the above, other members attended the educational program on March 27 and 28.

Leon Greene

Continued from Page 5

In August, 1960, M.A. Hutcheson appointed Greene to fill the Board vacancy created by the resignation of R.E. Roberts of Omaha, Neb., due to impaired health. During his tenure on the

General Executive Board, Greene served on three joint committees for the UBC—the Machinists Committee, the United Association (Plumbers) Committee, and the Boilermakers Joint Committee.



A dining room in *Twin Manors*, Robertson's current dollhouse project, complete with faux marble fireplace, Chippendale chairs, crystal, perfect copies of circa 1760 lotus pattern china, and a silver Paul Revere tea caddy.

A Miniature Master

UBC member's grandson is a giant in the intricate world of miniatures

A postage stamp may seem like an unusual addition to a furniture display photo, but without it, you'd never realize that most of Bill Robertson's furniture is smaller than your fist.

Grandson of Loyal Henshaw, Local 422, New Brighton, Pa., Robertson can remember seeing photos of the large wood derricks his grandfather worked on in Oklahoma. But while the craft is still constructing, grandson works in a world quite different than that of his grandfather.

The wondrous miniatures the 29-year-old Robertson constructs come out of his shop in Wheaton, Md., set up in the home he shares with his parents. One basement room houses his project-in-the-works, two Georgian-style dollhouses. In the other room, in neat array, are the tools of his trade, many made by Robertson himself.

The shop has over a dozen power tools, including three lathes, a planer

and jointer, and a high speed micro-drill press. And Robertson figures he's spent over a year in work hours making tools specialized for his tiny construction. His router bits are accurate to within 1/1000th of an inch. One set of 36 bits, that interlock to make 130 mouldings, took three months to design, build, and test. "It can take up to two days to make a single router bit," Robertson explains. Robertson gets much of his information from reading 100-year old technical trade books that not only tell about construction, but how to make the tools needed for the construction.

The building process itself is also time consuming. For the legs of his delicate needlepoint-topped game table, Robertson sawed out 15 legs with a jeweler's saw and carved them with an exacto knife. He then chose the six uniform legs he finally used for the table.



Loyal Henshaw, at age 40, poses with some refreshment. The photo was taken in 1938 in his hometown of Zelienople, Pa. Henshaw learned carpentry at an early age from his father who was also a carpenter.

Photographs of Robertson's creations, perfect to the smallest detail, are indiscernible from any real period pieces he copies. The crafting would seem to require an enormous amount of patience, but Robertson seems oblivious to the fact that he is a bit of a marvel—despite the fact that he has clients all over the world, curates exhibits for the National Geographic Society, lectures for the Smithsonian Institute, has built patents models for an Italian brick company, and has been written up in several regional and national publications.

For as long as he can remember, Robertson has always liked to build. First it was machines and cars. Then about eight years ago, "When I was officially unemployed," Robertson reports, his mother, Esther, persuaded him to build a dollhouse for his nieces. And Robertson was hooked. The dollhouse, which never left the Robertson's house, is now completely furnished,

and Esther Robertson has become the needlework specialist, making miniature rugs and other accessories like a 1½ inch fire screen with 1300 stitches in 17 colors.

Robertson still works on machines for fun. But with a twist—of course, they're little now. "In my spare time," Robertson says, he builds miniature machines. His favorite is a 1905 turret lathe, not much bigger than a matchbox.

Selection of wood is an important consideration for Robertson. He prefers hardwoods, such as swiss pear or boxwood, and has occasionally used apple or azalea from the garden. In one room of the Twin Manors dollhouses (his current project), the wood for the paneling was from a 1727 house in Maryland. Robertson is also extremely particular about his stains—he tests the color with the lighting under which the furniture is to be displayed.

Robertson makes at least two of ev-

ery furniture piece because "it substantiates the value." Robertson is even constructing two identical dollhouses (hence the name Twin Manors). He's keeping one for his own display; the other is going to the Miniature Museum in Kansas City, Mo. The houses are built modularly so components can slide in and out, allowing Robertson to do the exquisite brick work, mouldings, and wall coverings that are his trademark.

The business is still a family affair. In addition to needlework on the tiny furniture pieces, Esther Robertson keeps tabs on the public relations files, and Robertson's father, Russell, does the books.

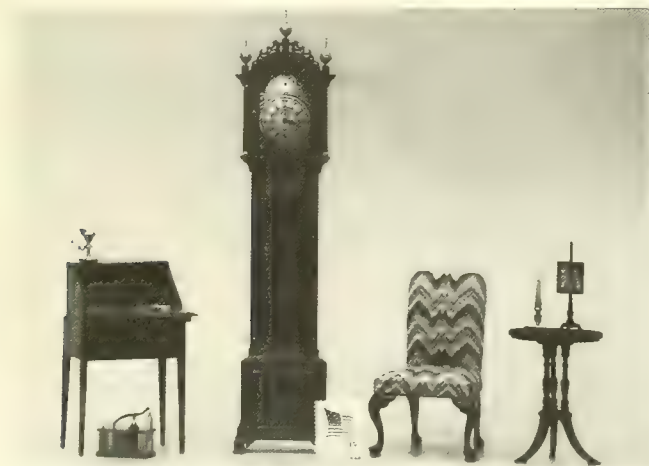
Figures just in—a total of 64,000 viewers turned out to view the recent National Geographic Society exhibit Robertson curated in Washington, D.C. So at least for now, for Bill Robertson, it's miniatures—but on a grand scale.



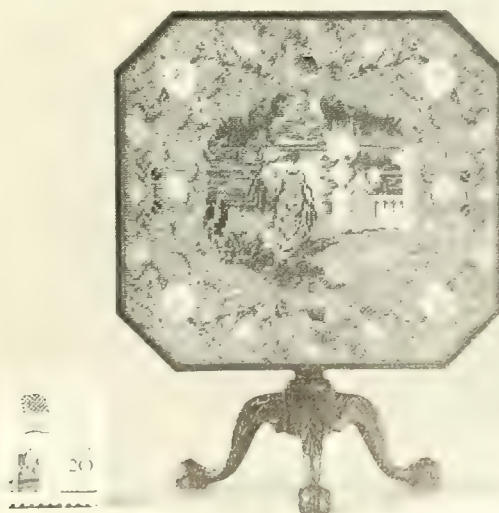
A tiny painting in one of Robertson's miniature rooms, surrounded by intricate moldings made from a special mixture of epoxy so refined as to even pick up the wood grain.



Robertson, pictured here in his shop working on the fine detail that is his trademark, also conducts seminars and classes on the fine art of miniatures.



A collection of Robertson's miniatures, including one of his eight-inch Elnathan Taber clocks, complete with running works and a tiny gold key. Lower left is a Hepplewhite mousetrap (1790) containing 77 pieces of rosewood, boxwood, ebony, Cuban mahogany, Honduras mahogany, walnut, cherry, satinwood, pernambuco, and brass.



Robertson's game table (1775) displayed at the National Geographic building in Washington, D.C. has a needlepoint top of 33,000 stitches handsewn by Robertson's mother.

The Shocking Truth about Electrical Hazards

Electricity is an essential part of our lives and our jobs. We use it safely every day. For that reason we tend to forget that electricity can also kill. In 1980 around 1,100 people got electrocuted on or off the job, about one third of them on construction sites. Electrical shocks also account for about 2,500 job injuries each year. The real tragedy is that these deaths and injuries could have been prevented through proper safety precautions.

HOW IT WORKS

In the workplace, electricity functions as a flow of electrons through a wire to an electric tool or appliance, here it provides energy to perform "work," and then flows back to the source. An electrical current flows through a wire in much the same way water flows through a pipe. The amount of current (i.e. the amount of electricity flowing through the wire at any point during a given amount of time) is measured in amperes or amps.

Electrical shock can occur from exposure to only one thousandth of an amp, so we also measure current in milliamps (one milliamp = 1 thousandth of an amp). Voltage or volts is a measure of the pressure of the current. Each material that the current passes through resists it to some extent. Those materials that are very resistant to the current, such as rubber and plastic, are used as insulating materials since they won't let the current escape. Resistance is measured in ohms.

Electricity, like water, always takes the path of least resistance. Normally the easiest path is to continue traveling along the wire. But if there is a break in the wire, the current may escape. Dry skin is very resistant to electricity, presenting 100,000-600,000 ohms, but if it gets wet, resistance drops to only 1,000 ohms. This is one reason wet areas present the greatest electrical hazards to workers. Broken skin, such as cuts, offers practically no resistance.

GROUNDING

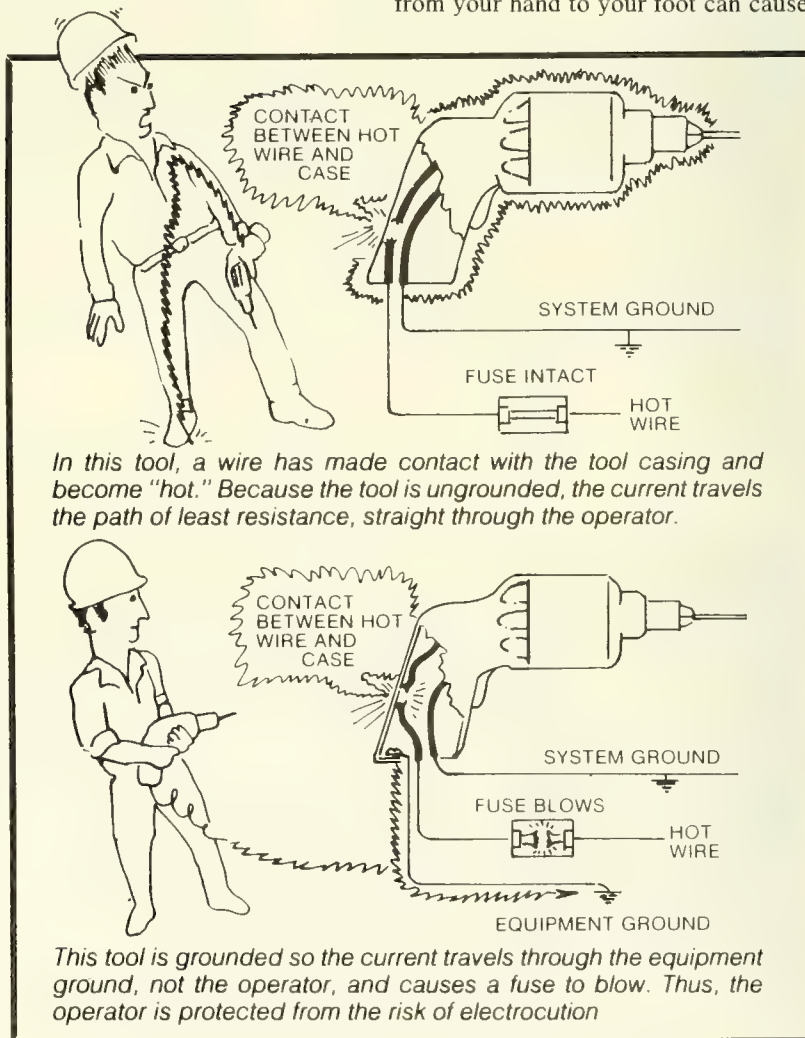
The earth or ground represents a big sink for electrical current. When a water

main breaks, the water flows down to the earth. Similarly if there is a break in the wire and there is some way for the current to escape, it will try to travel to the ground. If you are exposed to the open wires, the current may use your body as the way to travel to the ground. One way to prevent that is to use grounded tools. That third prong is an escape route for the electrical current in case of a break in the wire. It is a path of least resistance for the current to the ground. By using ungrounded tools or tools with a third prong missing or broken off, you can become the ground path for the electricity.

The tool itself must also be connected to the ground somehow since if the circuit breaks the metal of the tool can become "hot" or energized and ready to provide an electric shock. Double insulation of tools and wiring is another precaution to prevent electrical hazards. By making it harder for the current to escape, the potential for exposure to the current is reduced.

SHOCKING TRUTH

The amount of reaction you have to an electrical current depends on how strong it is. In general, 1 milliamp is barely felt. Five milliamps traveling from your hand to your foot can cause



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More Information

Electricity can be used safely, but it must be treated with caution. For more information on the hazards of electricity and how to handle it, you can get the following publications:

- "Controlling Electrical Hazards" (OSHA 3075), 12 pages
- "Group-Fault Protection on Construction Sites" (OSHA 3007), 10 pages
- *An Illustrated Guide to Electrical Safety* (OSHA 3073), 171 pages
- *OSHA Electrical Standards* (Subpart S—General Industry, 1910.300–399, 40 pages and Subpart K—Construction, 1926.400–405, 6 pages)

The above are available free from your local OSHA office or from the National office of OSHA (200 Constitution Avenue, N.W., Washington, D.C. 20210) or from the UBC Department of Occupational Safety and Health (101 Constitution Avenue, N.W., Washington, D.C. 20001).

—National Safety Council Data Sheet on Electrical Hazards

Data Sheet #	Title
1-684-80	Equipment Grounding
1-675-82	Electric Hand Saws, Circular Blade Type
1-636	Ground Fault Circuit Interrupters for Personnel Protection
1-51-Rev. 82	Temporary Electrical Wiring for Construction Sites
1-385-79	Electrical Cord and Fittings
285 Rev. A	Cleaning Machinery and Electric Motors
1-316-Rev. 81	Low Voltage Extension Light Cords and Systems
1-598-80	Flexible Insulating Protective Equipment for Electrical Workers

Available from the National Safety Council (425 North Michigan Avenue, Chicago, Ill. 60611).

a shock. The way your body normally operates, the muscles are told to contract or release by small electrical currents running through the nervous system from the brain and spinal cord. A 5 milliamp current passing through the body can be sufficient to cause the muscles in some people to contract. Some will, as a result, let go of the tool or wire and be thrown from the circuit. Others will be frozen to the circuit, unable to let go. The brain cannot override the signal coming in from the outside telling the muscles to contract. Only three seconds of being "frozen" to a circuit can cause blisters to form which eliminates all skin resistance to the current. This freeze or let-go reaction is stronger at the 6–10 ½ milliamp range for women and the 9–16 milliamp range for men. Such currents can also cause a painful shock.

'That third prong is an escape route for the electrical current in case of a break in the wire.'

The heart and lungs are also muscles controlled by the body's own internal electrical system. A current of 23–100 milliamps running through the body can cause extreme pain, stop your breathing, and cause severe muscle contractions. You cannot let go and death is possible. Currents over 50 milliamps can stop the heart, damage the nervous system, and will most likely cause death.

The longer you are exposed to the current, the more damage possible. A current of 100 milliamps for 3 seconds is equivalent to a current of 1000 milliamps for .03 seconds, which is enough to affect the heart. So even low voltage does not mean low hazard since longer exposures can be just be damaging. You should notice that a difference of only 100 milliamps can spell the difference between a current that is barely felt and one that can kill you.

In addition to these hazards, electricity can cause severe burns. Electrical burns occur from the current passing through the body and heating up or burning the tissue. They can be very serious. Arc or flash burns result from high temperatures close to the body and are produced by an electrical arc or explosion. Thermal contact burns occur because the "live" wires or energized tools become extremely hot and can

Continued on Page 28



UBC Petitions OSHA to Regulate Wood Dust

Since its inception, OSHA has called wood dust a "nuisance dust" and treated it as though it were not toxic to humans. As the article in the February 1985 *Carpenter* magazine detailed, wood dust presents many health hazards to our members. On March 27th, General President Patrick Campbell wrote to Robert Rowland, assistant secretary of labor for Occupational Safety and Health, to petition OSHA to lower the exposure level for wood dust from 15 milligrams per cubic meter (the nuisance dust level) to 1 milligram per cubic meter.

He stated that "during the past few years, we have become increasingly concerned about the hazards of wood dust exposure to our members. Thousands of our members are exposed to wood dust in industries from lumber and sawmills to furniture and wood product manufacturing. Our construction members are exposed as well. Wood dust has several well-known toxic effects, from its irritant properties to dermatitis and asthma. There is also growing evidence that wood dust can cause nasal cancer and may cause pulmonary impairment."

We believe the time has come for OSHA to regulate wood dust as a toxic substance . . . the scientific literature creates a compelling argument for such a change." Mr. Campbell also pointed out that by controlling wood dust exposures, exposures to other chemicals such as formaldehyde and wood preservatives will be reduced and that many companies will save money by collecting the wood dust and burning it as fuel.

Several other unions have expressed interest in joining the UBC in this petition.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

DAY CARE CENTER

The Day Care Center of Children's Aid and Family Service in Fitchburg, Mass., was able to move to a new location last January thanks to a partnership between the Fitchburg Building Trades Council and the United Way of North Central Massachusetts. The two groups joined forces to renovate an old school, including the installation of a new kitchen, extensive painting, and other minor modifications that were necessary.

Local 48, Fitchburg, Mass., played a special role in the project by arranging the installation of the kitchen. Members of this local and other building trades locals all furnished their time and labor as a donation. The United Way approved a special grant which was applied to the cost of the materials and the move itself. The example set by this partnership spurred other community members to make donations of paint, materials, and equipment. "This project has demonstrated the community's commitment to children, and the willingness of various groups and individuals to join together in a unified effort," said Mark Allen, the director of Children's Aid.

STEWARD ATTORNEY



Thomas Blanton, a steward with Local 1110, Washington, D.C., has been a member since 1980, and in this time has earned a law degree from Howard University. Blanton graduated in the top third of the class of 1984, and plans to continue his labor involvement—by pursuing a career in labor law.

WOOD BADGE AWARD

Daniel Lee Bakenhaster of Local 2077, Columbus, Ohio, has been selected as a recipient of a 1985 AFL-CIO Wood Badge Scholarship. Wood Badge courses are conducted by the Boy Scouts of America to provide an advanced type of leadership development for Scoutmasters, assistant Scoutmasters, troop committee members, commissioners, and other Scouters. Each year, the AFL-CIO underwrites the tuition and course fee for a limited number of union members who are Scout leaders.

AID DIABETES UNIT



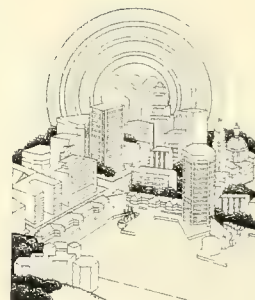
An exchange of donations, plaques, and appreciation marked a recent Local 203, Poughkeepsie, N.Y., dinner dance. Stewart Malcolm, business representative, presented a \$8,800 check to Harvey Travis of the Dutchess County Juvenile Diabetes Foundation, and Travis gave Malcolm a plaque in gratitude for the local's efforts. The funds for the donation were raised through the banquet journal and a raffle. Pictured are, from left, Travis and Malcolm.

Last September, the local union's apprenticeship training program also aided the Juvenile Diabetes Foundation. Apprentices built a salt-box style shed which was raffled off during a special golfing event and raised \$800 for the organization.

FRUIT BASKET GIFTS



Members of Local 163, Peekskill, N.Y., are pictured above loading a van with fruit baskets to be distributed to retired members. The practice has become a yuletide tradition. From left, Francis Chipman, Gordon Lyons, Al Buks, and Tony Vitale. Leo Larsen, Local 247 financial secretary, right, and Dr. Craig Wollner are pictured above with one of Dr. Wollner's books on the history of Portland carpenters.



Dear UBC Brothers and Sisters:

As a union member, you are aware of the tremendous contributions organized labor has made to communities across the country. You also know that, in working to improve the quality of life for our union brothers and sisters, we have helped to create a better life for all.

The labor movement's primary concern is the welfare of its members. At the same time, we recognize that the well-being of our members depends on the health of our society-at-large. That is why organized labor supports United Way—and has done so for many years.

United Ways exist in more than 2,200 communities in the United States—just about anywhere you happen to live. United Way volunteers—people like you—raise money, study local needs, determine which local services and programs help meet those needs, then distribute the money where it can do the most good. So when you contribute to United Way, you know your hard earned dollars are used wisely and well.

Because of the diversity of United Way programs and services, our members are being helped continuously, during the good times and bad. With the help of organized labor—with your generosity—United Way will always be there.

This year, when you are asked to give to United Way, I urge you to be generous. You have a stake in your community. United Way helps make sure it's a healthy community you live in.

Patrick J. Campbell
General President

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Moreover, Suburban welcomes up to nine people and, with available middle seat folded down and rear seat removed, hauls up to 167 cu. ft. of cargo. Payload goes up to 3,903 lbs., including people, cargo and equipment.

Better mileage ratings than some full-size wagons. EPA est. 17 city, 23 highway MPG* 2WD C10 with 6.2L Diesel. Suburban, a super worker!

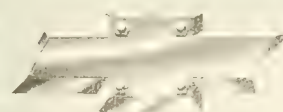
And at your Chevy dealer's, financing or leasing your new Suburban can be as easy as saying GMAC.

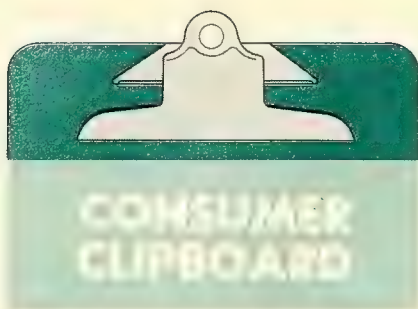
*Use for comparison. Your mileage may differ. Estimates lower in California. Trailer towing lowers mileage



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Spring Clean Your Personal Files

No other time of year is more likely to remind of us how disorganized we can be than the spring. When we do our spring cleaning we turn up long-lost gloves and forgotten hats and scarves in corners and closets. And when we sit down to do our taxes we quickly discover that all of our receipts are not in the 1984 shoebox, or that last year's checkbook is no where to be found. Of course, there are some who prefer to remain blissfully disorganized, but others among us simply don't know where to begin organizing—so we don't.

It's not difficult to get your personal papers together, doesn't cost much money, and once done it saves valuable time. Perhaps more importantly though, sitting down with your spouse or family now may save them anxiety or financial hardship if you are suddenly taken ill, or for some reason cannot continue to handle the family finances. They should be able to pick up right where you left off. Your family should have a good understanding of your filing system, checkbook, tax returns, insurance policies, mortgage agreements, and know their location.

HOW TO START

Everyone has trouble deciding which papers are important and which can be thrown away. It is not necessary to hoard or file every sales receipt, out-dated warranty, and other miscellaneous papers. Nor can you afford to casually toss everything out, throwing caution to the winds at the same time. There are some vital records that should not be handled haphazardly. You can start your system by dividing your papers and documents into two categories: temporary and permanent.

TEMPORARY

Temporary files are, by their very nature, transient, and should be easily accessible. A simple accordion-style folder with tabs to separate its compartments can be kept handy in a desk drawer. They come in various sizes, a smaller one should be sufficient. Each tab can be used to represent a credit card, for example: Sear credit receipts in pocket A, Visa in B, and so on. At the end of each month, when the bill arrives, pull out your receipts, compare them to your bill, and, if there are any discrepancies, have them corrected. Then throw the receipts away. It's also a good idea to store limited warranties, and records of mail order or special order purchases (in other words, anything that has a short-term use) in this file. If a problem arises, you will be able to find the necessary papers quickly and easily.

It's important to go through the file regularly, discarding any out-dated, unnecessary materials.

PERMANENT

Permanent files should include all your important documents of lasting value, i.e. mortgage, birth, death, and marriage certificates, and wills. The file you use should reflect the value of these documents. A sturdy metal file box that is insulated against fire and heat is highly recommended. A lock however, is not encouraged. The chances are a locked box would be carried off during a robbery. A thief would likely leave the same box, if he or she saw that the contents were of little value to him. A metal file box can be stored inconspicuously in a closet.

The average home safe costs about \$300 and weighs only 100 to 200 pounds. Unless bolted down, the safe, and its contents, will probably be carried away by a thief. If you are only guarding home records, it's not worth the investment.

Renting a safe deposit box is strongly recommended for your valuables. Jewelry that is rarely worn, Series E Bonds, passports, collectors' coins and stamps, and other items of value should not be kept in your home. Your will should be kept at home, however. Bank safe deposit boxes are sealed upon the death of the renter, and your will would then be unattainable. The rental fee for a box is a tax deduction if you keep income-producing documents in it—Series E bonds or stock.

WHAT TO KEEP

RECEIPTS If you paid cash for a item and are satisfied with your purchase, there is no need to save the receipt. Limited warranties, as I mentioned before, should be kept, with the corresponding sales receipt, only until they expire.

For larger purchases, such as television sets, VCRs, washing machines, or automobiles, you should keep the receipt and accompanying papers in your permanent file. You may need them down the road for service calls. These purchase records may also be used on your tax returns to justify a larger deduction if you have made a number of large purchases and paid a certain amount in state sales tax.

Any record of home improvements, including major landscaping, should be kept in your permanent file. They could affect the amount of a capital gains levy if you sell your home for more than you paid for it.

INSURANCE As a precaution, old homeowners and automobile insurance policies should be saved. Claims for injuries can be filed long after they were incurred, as long as the statute of limitations has not run out.

Keep all medical and hospital insurance records in your home—when they are needed, they are often needed in a hurry, and it will save you time and anxiety if they are readily available.

Notices of dividends added to total coverage, or any alterations to policies should be kept with family life insurance records.

MISCELLANEOUS Records of any investments may be kept in your permanent file. They are valuable, if only to see what you paid for your stock if you want to sell it.

Tax records, including receipts for charitable contributions and medical expenses, cancelled checks, and other supporting materials, need to be saved for three years from the time the return is filed.

Bank statements and cancelled checks are only needed for a year or two, unless they document tax deductions.

Take a few minutes to sit down, review your papers, and start organizing. Just think—you'll be that much ahead next April.



LOCAL UNION NEWS

Highway Employees To UBC in Illinois

Last July, the Illinois state legislature passed the Illinois Public Employee Act, and the first voluntary recognition case under the law was the recognition of Cass County Highway Employees as members of UBC Local 904.

Ten of the 11 highway workers in Cass County are now members of the Jacksonville, Ill., local union, Business Representative Kenneth Acree reports, and they have negotiated a three-year agreement.

Acree credits the success of the organizing effort to members of Local 904, the East Central Illinois District Council, and the Illinois State Council. Both construction and industrial members participated in the campaign.

The authorization cards were presented to Raymond Robinson, chairman of the Cass County Board, who is also an industrial member of the Brotherhood and a past chief steward at the Oscar Mayer plant. Robinson then recommended that the board recognize the Local 904 unit, which it voted to do.

Santa Clara Council Aids L-P Strikers

The Santa Clara Valley District Council, San Jose, Calif., has been maintaining an on-going food drive to help L-P strikers and their families. All funds from this account go toward food and household costs for striking workers of Locals 2652, Standard, Calif., and 2801, Oroville, Calif. In the past seven months, over \$56,000 has been raised.

Their latest venture, a raffle for a trip to Hawaii, raised over \$10,000. Grand prize included a round-trip for two to Hawaii and lodging at a condo on the island of Kauai, which was donated by K & C Ceilings, a union contractor. General President Patrick Campbell drew the winning ticket at a dinner honoring General Treasurer Wayne Pierce. D.J. Adams of Local 1622, Hayward, Calif., was the happy ticket-holder.

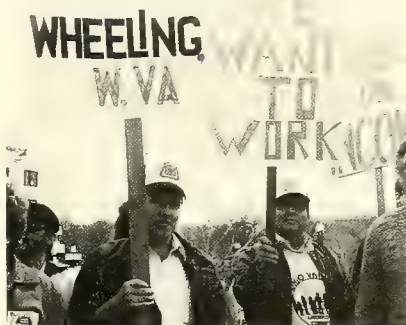


D. J. Adams, the lucky member of Local 1622, Hayward, Calif., who won the trip to Hawaii, above left, with H. H. "Skip" Landry Jr., executive secretary of the Santa Clara Valley District Council.

Participants in the contract signing for the highway employees of Cass County, Ill. This was the first group to be represented under the Illinois Public Employee Act.



UBC Joins Protest



Representatives of unemployed workers staged a rally in front of the U.S. Department of Labor, March 20, protesting the inaction of the federal government. Bob Campbell, business representative of UBC Local 3, Wheeling, West Va., above, was a speaker. Among those supporting the effort were Walt Taylor, left, and Glenn Maxwell, right, also of Local 3.

Local 1622 Letter Urges L-P Donations

Local 1622, Hayward, Calif., is keeping up its activities to try and offer encouragement and support to L-P strikers. Their L-P Relief Committee, chaired by Roberta Slovik, has circulated a letter requesting that members donate \$2 per month during the strike to assist those who are suffering because of the strike. The letter reads, in part:

"They are fighting for all of us, and they need our constant support. **IT IS OUR BATTLE.** Consistency brings the best results, often the only result. **A COMMITMENT THAT ISN'T A DAY TO DAY COMMITMENT, IS NO COMMITMENT AT ALL!!** Our friends up North make a commitment each day they stand up for what we all believe in. **WE MUST—WE WILL,** continue to battle the insane and **UNFAIR** practices, in the name of **UNION BROTHERHOOD!** But, please remember, our personal willingness to succeed and continue is **NOT ENOUGH FOR VICTORY!!!** We also must have available the material resources needed to carry on the fight. **YOUR** financial commitment will make **THE DIFFERENCE!!** We are asking each member to post this letter where you can read it often—and to make a monthly pledge of \$2.00 to support the L. P. **STRIKE.** Make this commitment for the duration of the strike. Two dollars isn't much in itself, but \$2.00 from each and every one of us, every month, **WILL MAKE THE DIFFERENCE!!!** **YOUR PLEDGE,** will help maintain the L. P. **STRIKE** month after month. With your support, time is on our side. I think you will agree that one hundred years of effort on behalf of the **BROTHERHOOD,** and all **UNIONS,** deserves your immediate support. **MAKE YOUR COMMITMENT COUNT** by making it consistent.

30th for Auxiliary

The members of Ladies Auxiliary 875, Milwaukee, Wis., recently celebrated their 30th anniversary. During this time they have kept busy with various activities including fund raising, card parties, and holiday socials. Pictured above are two charter members, from left, Hildee Gage and La Verne Hamann.



Local 258 Stewards Train

On February 26, nine members of Local 258 of the Hudson Valley, N.Y., District Council completed the stewards training program "Building Union" in Oneonta, N.Y. and received certificates of completion.

Those who completed the training included, from left, Cred Morgan, Victor Shadel, Donald VanHouten, Jose Arias, Raymond Champlin, Richard Brown, Robert VanHouten, Burdick Olmstead, and Kenneth Mayne.

The sessions were conducted by Task Force Rep. Kevin Thompson and Local 258 Bus. Rep. Aaron Seward.



Pension Funds Build Condos in Vermont

Through a special arrangement with a New Hampshire bank, Local 1487, Burlington, Vt., has funded a condominium project in Winooski, Vt. The local obtained permission from its members in New Hampshire, Maine, and Vermont to place the Northern New England Carpenters' \$2.2 million pension fund in a certificate of deposit. The bank then financed a loan for J. Randall Niquette and Russell F. Niquette Jr., the developers of the Millyard condominiums, at an interest rate one percentage point higher than the rate of the certificate.

The only stipulation on the arrangement is that the job be completed with union

members working for union scale. The Millyard is believed to be the first housing project in Vermont to be funded and completed with the help of union workers in more than a decade.

The plan has the support of the architect and developer, who sat in on the initial stages of the proposal, and is favorable to Burlington Mayor Bernard Sanders, who said, "We're delighted with the project. We're putting people to work for decent wages and we're using the money to provide a socially useful product—moderate income housing that we need. It's a no-lose situation."

Attend your local union meetings. Be an active, voting member of the United Brotherhood.

Rangers Meet



Two UBC members greeted each other for the first time in 31 years at a recent Army reunion.

Ron Smith, Local 1305, Fall River, Mass., and Nick Tisak, Carpenters District Council of Western Pennsylvania, reminisced at the first reunion of the 8th Airborne Ranger Infantry Company.

The elite 8th Rangers, experts at scouting, patrolling, and raids, operated beyond friendly lines during some of the heaviest fighting of the Korean War. Any UBC members who served with the 8th Airborne are asked to contact Jim Hale, 26 Annandale Drive, Route 5, Inman, S.C. 29349.

Peekskill Leaders



Local 163, Peekskill, N.Y., keeps itself in the thick of local government. Through candidate support, appointments to city advisory committees and public relations, the local maintains close contact with elected officials. Pictured, from left, are: Richard Jackson Jr., the mayor of Peekskill and the first black mayor in New York State; George Pataki, newly-elected state assemblyman from the 91st district; and Gordon Lyons, business representative from Local 163 and labor consultant to the City of Peekskill.

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As initiated in our December, 1984, issue, Carpenter plans to publish from time to time articles for our French Canadian readers in English and French versions. Below is a bilingual report.

Quebec Sawmill Workers Talk Merger

In October, 1984, delegates from Local 2817 met at the Rond Point Lévis Motel in Quebec in order to make important decisions concerning the future of their local union. Invited resource people from the Health and Safety and Unemployment Insurance Commissions informed the delegates of Local 2817 of the latest amendments related to their sector of work.

The delegates then elected the following officers: Raymond Hort, president; Jacques Bolduc, vice-president; Claude La Fontaine, financial secretary; Denis Vandal, recording secretary; René Pelletier, treasurer; Renaud Drysdal, conductor; and Florian Roy, Louis Marie Gallant and Sylvat Landry, representatives.

At this meeting the delegates resolved to focus on consolidation and organizing new members. Tom Harkness, Director of the UBC's Canadian organizing office, addressed the delegates, encouraging them to organize more workers. Furthermore, he said he intended to merge all the lumber and sawmill locals with Local 2817, which represents the industrial sector for the whole of Quebec Province. Harkness will designate Claude La Fontaine, organizer, to help officers of Local 2817 in their efforts. From now on until the next convention in 1987, there will be plenty to do. It was with great enthusiasm that the new officers and delegates began their work to carry out these objectives.

At last report, March 12, 1985, the organizing program is working. Raymond Hort and Claude La Fontaine report that important organizing campaigns are moving ahead: Salaison Nor 66 Ltd., North Montreal, 83 employees; Bois Lacrois, Causapcal, 75 employees; Pro-Forets, St-Léon Legrand County of Matapédia, 50 employees; Leduc St-Emile sawmills, Quebec, five employees. In addition, the local is working with UBC international representatives in order to organize employees of other companies, General Representative Guy Dumoulin reports.

DOWN THE ROAD

*Though I be a Journeyman among the best,
at jobs end.
Down the road I go with the rest.
My tool box is my home.
With its wheels the roads of a Journeyman
I roam.*

—James Hencin,
Local 58,
Chicago, Ill.

Congres De Restructuration Pour Les Bûcherons et Employés De Scieries Dans La Province De Quebec

Au mois d'octobre 1984 les délégués du local 2817 se sont réunis au Motel Rond Point Lévis Québec dans le but de prendre d'importantes décisions en rapport avec l'avenir de leur local. A l'occasion de ce congrès des personnes ressources de la commission de Santé Sécurité au Travail ainsi que la Commission d'assurance-chômage sont venus informer les délégués du local 2817 des tout derniers amendements relatifs à notre secteur d'activité.

Les délégués ont procédé à l'élection des officiers; les confrères suivant ont été élus: les confrères Raymond Hort président, Jacques Bolduc vice-président, Claude La Fontaine secrétaire financier, Denis Vandal secrétaire archiviste, René Pelletier Trésorier, Renaud Drysdal conducteur, ainsi que les confrères Florian Roy, Louis Marie Gallant et Sylvat Landry au poste de syndic.

Au cours de ce congrès il fut décidé mettre l'accent sur la consolidation et l'organisation de nouveaux membres. Le confrère Tom Harkness Directeur de l'organisation Canadienne a adressé la parole aux délégués en les encourageant dans leurs démarches en vue d'organiser d'autres travailleurs. De plus il a manifesté son intention de regrouper tous les locaux à l'intérieur du local 2817 qui représentait le secteur industriel pour l'ensemble de la Province de Québec, afin de réaliser cet objectif. Le confrère Harkness assignera le confrère Claude La Fontaine organisateur à aider les officiers du local 2817 dans le but de réaliser cet objectif. Il y aura beaucoup de pain sur la planche d'ici la tenue de leur prochain congrès en 1987.

C'est avec beaucoup d'enthousiasme que les nouveaux officiers et les délégués s'attaquent à la réalisation de ces objectifs.

Déjà en date du 12 mars 1985, l'organisation est déjà en cours. Les confrères Raymond Hort et Claude La Fontaine nous informent que d'importantes campagnes d'organisations sont en marche, y compris Salaison Nor 66 Ltée à Montréal Nord 83 employés, Bois Lacrois à Causapcal 75 employés, Pro-Forets à St Léon Legrand comté de Matapédia 50 employés, Scieries Leduc St Emile de Québec 5 employés.

De plus le local travaille avec les représentants internationaux à organiser les employés d'autres compagnies.

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New UBC Jacket



The Brotherhood is introducing a new-style, official jacket in time for spring and summer. This baseball jacket is kasha-lined with gold, white and blue nylon ribbing at the collar, cuffs, and waist. It also has gold snaps and a gold Brotherhood emblem on the left front. For \$29.00, you can order it in sizes S, M, L, and XL. Write: General Secretary John S. Rogers, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Quebec Millwrights Seek Reimbursement for CWB Test

As members of Local 2182, Montreal, Que., know, a most difficult year recently ended: work, laws, and negotiations permitted some companies and their leaders to take advantage of workers who have hardly worked and to put aside some due benefits. Furthermore, work safety was neglected.

The bonuses, firing notices, unpaid traveling expenses, nonsupplied safety equipment, blacklist for some workers, blackmail by certain company heads, work done by apprentices without regard to the ratio (5-1) and the non-direct refusal by the companies of older workers, etc., caused by this period of unemployment.

The companies request a highly qualified labor force. No law makes apprenticeship compulsory, and besides local unions do not receive cooperation from employers to train workers. Example: millwrights-welders are required to be tested by the Canadian Welding Bureau for big projects as a safety guarantee, while on small yards nothing is required. Furthermore, most companies do not reimburse the cost of the C.W.B. Test, which means that Local 2182 requires its millwrights-welders to update their test. Workers must pay for the cost of the test, and the price set by the Provincial Center for professional training, which is administered by the educational commissions, is high. It is a matter we will have to keep bargaining for in the next negotiations. We ask employers to assume their part in helping us with the training of construction workers, and not by signing a work guaranty to turn 58 year-old daily hires into millwright apprentices, as was done for the Somec company on the Donahue project in Clermont, Quebec.

JAMES BAY—An example to be underlined: Marine Industry. When we filed complaints to verify the installation of the turbines, with due proofs when the charges were brought, because the work was done by other workers than millwrights, reports on the visits were always unfounded. Fifty percent of the work was lost on the biggest project of the Province of Quebec and even of North America. If the worker had to express himself openly about the situation, the result in James Bay jargon: They made him take "L'Oiseau Bleu" (return plane). We could provide many examples about this project. Since today the work is almost over, we try to avoid a similar situation.

REGULATIONS 3 and 5—Regulation concerning construction workers of Quebec and in particular millwrights. A bill has just been submitted in the "Gazette Officielle" of Quebec concerning *installation* and everything seems to indicate that most of the construction trades will have to present recommendations for the well being of their members, within the legal deadline.

Mécaniciens de Chantier Réclament Remboursement du Coût des Test CWB

Comme vous le savez nous avons terminé une année des plus difficiles, autant sur le plan du travail, lois et négociations qui n'ont rien donné, ce qui a permis à certaines compagnies et ses dirigeants d'abuser des travailleurs qui n'ont presque pas travaillé, à laisser de côté des avantages dûs, et la sécurité au travail est négligée.

Les primes, préavis, frais de déplacement non-payés, équipement de sécurité non-fourni, liste noire pour quelques-uns des salariés, chantage par certains dirigeants de compagnie, travail fait par des apprentis sans respecter le ratio (5-1) et le refus non-direct par les compagnies des travailleurs âgés, etc. . . . causé par cette période de chômage.

Un point très important: Les compagnies demandent une main-d'oeuvre très qualifiée. Aucune loi oblige l'apprentissage et d'ailleurs nous n'avons aucune collaboration des employeurs pour former les salariés. **EX-EMPLE:** On exige des mécaniciens de chantier (millwrights)-soudeurs testés Canadian Welding Bureau, pour les gros projets afin de respecter la garantie et la sécurité. Lorsqu'on se retrouve sur de petits chantiers rien n'est exigé. De plus la majorité des compagnies ne remboursent pas le coût du Test C.W.B. Ce qui veut dire que le local 2182 force ses mécaniciens de chantier (millwright)-soudeurs de maintenir leur test en règle. Les travailleurs doivent défrayer le coût du test et le prix demandé par le Centre de formation Professionnelle de la Province qui est régi par les Commissions Scolaires est vraiment exorbitant et exagéré. C'est

une clause que nous devons continuer à demander lors des prochaines négociations. Nous demandons au patronat de faire sa part en nous aidant pour la formation des ouvriers de la construction, et non en signant une garantie d'emploi à des journaliers âgés de 58 ans pour en faire des apprentis mécaniciens de chantier (millwright), comme cela s'est fait pour la compagnie Somec sur le projet Donahue à Clermont, Québec. Mauvaise expérience à prévenir.

BAIE JAMES—Un exemple à souligner Marine Industrie. Lorsque nous déposons des plaintes pour vérifier l'installation des turbines, car le travail étant fait par d'autres salariés, que les mécaniciens de chantier, avec les preuves démontrées lors de la déposition des plaintes, les rapports des visites s'avèrent toujours non fondés. Le pourcentage de travail perdue à 50% sur le plus gros projet de la Province de Québec et même de l'Amérique du Nord. Si le travailleur avait à s'exprimer ouvertement de la situation, le résultat: en jargon de la Baie James. On lui faisait prendre l'oiseau bleu (avion de retour). Nous pourrions élaborer beaucoup d'exemples sur ce projet. Aujourd'hui les travaux étant presque terminés, nous nous efforçons à ce que cette situation vécue dans le passé ne se reproduise plus jamais.

REGLEMENT 3 et 5—Concernant les règlements qui touchaient les travailleurs de la construction du Québec et particulièrement les mécaniciens de chantier. Un projet de loi vient d'être déposé sur la Gazette Officielle du Québec, regardant la *manutention* et tout semble que la plupart des métiers de la construction devront présenter des recommandations pour le bien-être de leurs membres dans les délais légaux.

McLawrence Masson Project, Quebec

Members of Millwrights Local 2182, Montreal, Que., and their delegate, Denis Guertin working for the B.G. Checo Company of Montreal, Que., installing the paper machine.



Project McLawrence Masson Quebec

Des membres du local 2182 Millwright de Montréal et leur délégué de chantier, le confrère Denis Guertin travaillant pour la compagnie B.G. Checo de Montréal, Québec installant la machine à papier.

DuPage County Steward Training



Speakers at the construction stewards' training seminar in DuPage County, Ill., included, from left, Thomas Hanahan, Hugh J. McCarthy, William Cook, Stan Macenas, John Beck, and David Lefkow.

Carpenters of DuPage County, Ill., recently participated in an all-day training seminar, "Building Union." The seminar was jointly sponsored by Locals 558 and 1889. Stanley Macenas, business manager of Local 558, and John Beck, business manager of Local 1889, organized and coordinated the program.

Among the speakers was International Representative Thomas Hanahan, who discussed the role of the international union in local affairs and stated that "all local unions, district councils, state councils, and our international union must provide service to

our members." He said that the most important quarter that can be invested by a steward may be the one he uses to place a telephone call to the business manager's office to keep him posted on what's happened at the job site.

The group heard from Hugh McCarthy, legal advisor to the Illinois group, and his associate, David Lefkow, who discussed work assignments, safety problems on the job, and other issues.

International Representative Art Velasquez hosted the afternoon session. A training film was shown.

Nova Scotia Seminar on Labor Law



Earlier this year Local 1588, Sydney, Nova Scotia, conducted a seminar on labor law in an effort to educate and better acquaint the officers, stewards, and members with Canadian legal problems and procedures. Participants included, from left, front row, Ron Pink; Nelson Murrant; Lawrence Sheib, business rep.; Ken Smith; William Naugler, assistant secretary; Robert LeBlanc, vice-president; Bernie Boudreau; Francis Venedam; Dan Magee, financial secretary; Art Vickers; Ernie Mugridge; Roddie Gerrow. Back row, Pat Pertus, president; Alex MacEachern, treasurer; Harold McLean, trustee; Donald Morrison, recording secretary; John Gillis; Dave Beaton; Rannie MacLellan, warden; Jim MacLeod, trustee.

Two Seminars Set For Study Center

An advisory memorandum has been sent from UBC General President Pat Campbell to all construction local unions and all district councils in the United States, advising them that there will be two seminars, this year, for fulltime business representatives and assistant business representatives elected or appointed during the 1984-1985 period.

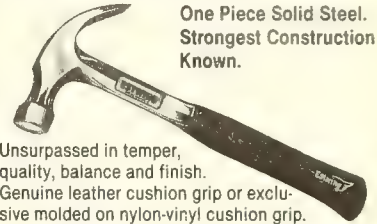
The seminars are held at the AFL-CIO's George Meany Labor Studies Center in Silver Spring, Md., outside Washington, D.C., and only 50 openings are available for each session, which are filled on a first-come, first-served basis.

The dates for the 1985 training seminars are July 21-26 and August 18-23.

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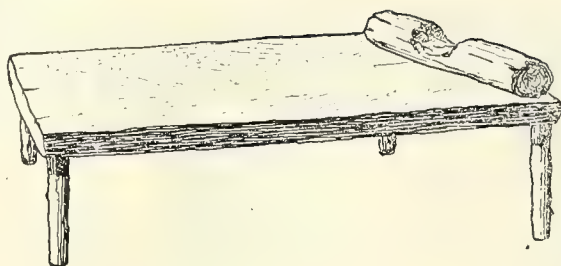
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Daddy Simmons and His Carpenter's Bed



From the hill country of Kentucky, where they work the coal mines and the limestone quarries and raise burley tobacco, comes the story of a mysterious carpenter who literally made his own bed during the first half of this century. The story is related by Pierce Rose, a writer for the Licking Valley Courier of West Liberty, Ky., and it was called to our attention by Arnold Boon Cox of Local 104, Dayton, Ohio. The illustration is by Roger Davis, a friend of Pierce Rose.

Around 1927, Leslie Spencer, son of Emmit Spencer, who lived on Neil Howard's Creek, Elliott County, was employed at a coal mine at Logan, W. Va. He and the mine carpenter, "Daddy" Simmons, aged around 70 years, became close friends. The old carpenter practically made his home inside the mine. Except to Leslie, he rarely spoke to other employees. "Daddy" Simmons was a mystery man—with a hidden past. He never spoke of his past life.

In 1930 the Great Depression caused the mine to close. With no job, alone, no home, Leslie persuaded the old man to come back to Elliott County with him and live at the home of his father. After a few years at the Spencer home, "Daddy" Simmons moved to the Todd home where he lived until his death some 15 years later—about 1950.

The Everett Todd family, well known and liked, cared for, and loved him as if he was one of the family.

The first night at their home, he was showed the bed in which he was to sleep. The next morning, Mrs. Todd noticed that his bed had been untouched. The morning after the same. It was then they learned that he never slept in a bed.

"Daddy" Simmons made a bench-like bed of boards with a pillow-sized block of wood with a scalloped-out place in the center for his head. He slept on it until a year or two before his death, a period of about 13 years—from the age of 75 to age 88. Only when his health failed and his condition became serious did Mr. Todd persuade him to move to a bed.

Throughout the years previously, in winter he moved the "bed" into the kitchen near the cook stove. He always kept a large supply of stove wood and kept the stove hot through the night. At early morn he moved the "bed" out. Mrs. Todd always had a warm kitchen and a hot stove when she started to prepare breakfast.

"Daddy" Simmons had throughout his long career at the mine slept on his carpenter's bench, never at anytime using even a thread of bedding material—he just lay flat on his back on the boards, his head on the block of wood.

He brought all his carpenter's tools—a truck load—from the Spencer home with

him to Mr. Todd's place. He had 52 hand saws. One he prized most had been salvaged from a ship sunk in Boston Harbor.

"Daddy" Simmons never, to anyone, said anything about his past life, never revealed his given first name. To all that ever knew him he was "Daddy" Simmons.

"Daddy" Simmons was highly educated, a man of great knowledge. Whenever Mr. Todd's sons encountered problems in their high school classes they went to him for assistance. Whatever subject it was, he solved their problems quickly.

He attended all the church services regularly at the small community church that Rev. Todd conducted. "Daddy" Simmons' knowledge of the Bible was amazing, unlimited. He read chapters, verses, made drawings; his illustrations and explanations left all in attendance bewildered.

Could be that he had been a teacher or instructor at a Bible seminary at some time in his past. No one will ever know.

He was a quiet, gentle, likeable, kind old man. During the years he lived with the Todd family he seldom left the community. Perhaps the farthest away he ventured was four or five miles when he came to town. He at all times wanted to be busy. He gave help to others voluntarily, without pay. He helped to build the Neil Howard School house, enclosed the windows at no charge. He kept all the buildings at the Todd place in good repair. In summer, he, with a scyth, kept all the weeds mowed. In winter, when there was snow, he shoveled paths to places where needed.

"Daddy" Simmons, with almost snow white hair and flowing beard, was a picturesque old man, who was loved and admired by all of whom were fortunate to have known him.

A few years before his death, "Daddy" Simmons had Mr. Todd go with him to the Neil Howard graveyard located not far away. He selected and marked the site where he wished to be buried.

When, around 1950, his death occurred, "Daddy" Simmons' wishes were granted. Without a member of his family present, their whereabouts unknown, but in the presence of all living in the area—his friends—he was laid to rest.

The Shocking Truth

Continued from Page 19

not only cause burns, but can even ignite your clothing. Exposed wires can also ignite other materials nearby and start electrical fires. Remember that electrical fires cannot be extinguished with water. Unplug the circuit and use a "Class C" fire extinguisher.

PREVENTION

These hazards can be prevented by proper grounding and use of double insulated tools, as mentioned before. Also make sure that equipment is in good condition; that wires are not frayed, exposed, or damaged. The best way to prevent electrocution is to use a ground-fault circuit interrupter (GFCI). The GFCI measures current going to the tool and coming back from it. If there is more than 5 milliamp difference between the two, the current must be leaking out of the circuit somewhere. The GFCI then trips or interrupts the circuit in less than 1/40th of a second—fast enough to prevent injury. GFCIs should be used wherever there is a serious electrical hazard, such as on a construction site where temporary wiring is used that is subject to damage, and wet conditions can occur. Fuses or circuit breakers can also cut off the current in a circuit, but they are to protect equipment, not people. A GFCI can detect leaks from the circuit that could be passing through a person whereas a fuse or circuit breaker monitors only the amount of current flowing.

OSHA requires GFCIs on all construction sites whenever temporary wiring is being used, extension cords are considered to be temporary wiring. GFCIs are portable and only cost about \$30.00, an investment that can be the key to saving your life in the event of an electrical problem. OSHA also requires an Assured Equipment Grounding Conductor Program for inspecting and testing all cords and receptacles that are not part of a building's permanent wiring. The program must be written down and implemented by a competent person, someone specially trained to recognize electrical hazards. Records must be kept of all tests and inspections. The employer must test for continuity (that there is no break in the circuit) and that all plugs and receptacles are grounded properly.

If you are doing maintenance work repairing electrical equipment, make sure that the equipment has been de-energized, the current shut off, locked out, and tested for residual energy before any work begins.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

More Workers Seek Retirement Security

The last half of the 1980s will see a dramatic shift in emphasis away from the traditional "dollars and cents" concerns of management and the workforce, with more attention focused on job security, employee rights and equality in the workplace, according to a West Coast labor management attorney, James P. Watson, partner of Cox, Castle & Nicholson of Los Angeles, Calif.

There will be a 60% increase in the number of 35-to-44-year-olds in the labor force in this decade. These middle-aged workers are increasingly concerned with job security, medical benefits for their families, and secure arrangements for their retirement, says Watson.

Omaha Club Holds Meetings, Luncheons

Retiree Club 37 is keeping active out in Omaha, Neb. President George Carlow reports that they have a meeting every month, and a luncheon party every three months, spouses invited. The members are looking forward to their gold cards for 50 years of membership.

Charter Presented



Joe Manley, left, business agent, Local 1005, Merrillville, Ind., is pictured above presenting Lawrence Dewes with Retiree Club No. 35's charter. Dewes is the president of the club; serving with him are Alma Dewes, Mary Kreister, and Lois Carpenter as trustees; Arthur Kreister, vice president; and Robert Barnhouse, treasurer.

Retiree Proclaims His Rewarding Life With Special House Numbers In Stone



Moosberger captions this photo "Our Pet Rock—The Rock is always visible, the Pet, only on occasion." (The Pet is actually a neighbor.)



Moosberger relaxing in his home at 12001 New Hampshire Ave.

Youngsters and oldsters alike can take a tip from 82-year old member John J. Moosberger, creator of the 10-ton boulder monument "12001"—12001 Reasons To Be Happy, that is, or so the monument says.

The former member of Local 1694, Washington, D.C., upon retirement, moved with his wife Cleo to their home at 12001 New Hampshire Avenue in Silver Spring, Md. Moosberger had the quarry boulder hoisted into position and "almost as an afterthought" dictated the carving.

The creator of the landmark continues to handle the rock's celebrity status in a low-key manner, content to let the monument explain itself. But as his wife divulged to a curious *Washington Post* writer, "My husband is a naturalized citizen who has been very happy in this country."

In 1919, Moosberger joined the carpenters' union in Switzerland. But, Moosberger recalls, "In Europe, Switzerland in partic-

ular, there was a prevailing attitude that a man who stays in his home community all his life will never amount to anything." In 1923, Moosberger moved to New York and joined Local 2090. He transferred through several locals, working as a carpenter and cabinet maker—"In the winter you make furniture, in the summer you build." He and Cleo eventually settled in the Washington, D.C., area where "More people know our stone than us." In fact, the Moosbergers often receive mail responding to their "12001," including such messages as a thank-you note from a congregation member whose minister entitled his sermon "12001 Reasons For Being Happy."

"I have had a successful and rewarding life," states the retiree. "So now at 82 years of age with 61 years membership in the Brotherhood, I do not believe I am the oldest, but with God's help for 10 to 15 years more, I may be able to get there yet."

New Retirees Club In Philadelphia

There are now four dozen Retiree Clubs officially chartered by the United Brotherhood. Charter No. 48 has been assigned to a group of eight retirees of Millwrights Local 1906, Philadelphia, Pa. Edward F. Fifer Jr., is heading up the charter group.

If there are seven or more of our readers who want to form a retirees' club in your area, let us know! Or if you want to join an already existing club, but don't know where to go, tell us! We want all our retired members and spouses to be a part of the activity.

For more information or to start a club write to: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Program Planning Ideas in St. Louis

The Retirees Club of St. Louis, Mo., has added special activities and speakers to its regular meeting agendas. They should offer good ideas to program planners of other UBC Retiree Clubs.

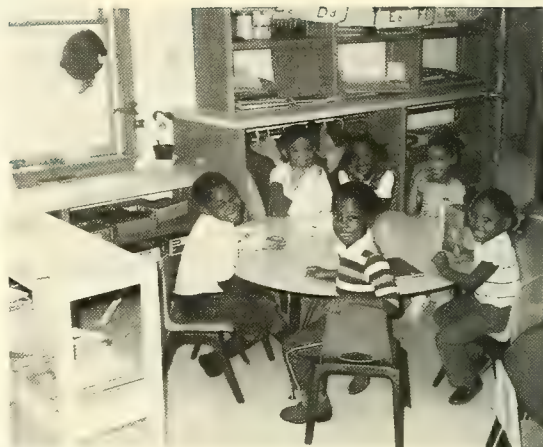
- The county assessor's office recently supplied a speaker to discuss local property assessments.

- The Washington University School of Medicine held blood pressure screening for all members who were interested, presented a speaker, and handed out fact sheets about blood pressure.

- Out-of-town trips are scheduled for May and June—a Holland Tulip Tour May 16 and a trip down the Tulsa Trail to the Land of the Cherokees in June.

EDITOR'S NOTE: Send us a report of your local Retirees Club's activities. Pictures are always welcome.

APPRENTICESHIP & TRAINING



The first project of the Tulsa Joint Apprenticeship and Training Committee was sold to an instructor for the Oklahoma School for the Blind. This building, their third project, is the site of a day care and senior citizens center. At right, above, are some of the happy recipients of the apprentices' efforts.

Tulsa Apprentices Create Center for Youngsters, Senior Citizens

The Tulsa, Okla. Joint Apprenticeship and Training Program, in cooperation with the local YWCA, constructed a building for use as a day care center and senior citizens center in a low-income area of the city. YWCA officials provided the materials, and the apprentices furnished the labor to construct the 28' x 56' building. The construction took place in the parking lot of the apprenticeship training facility and was moved to a permanent site upon completion.

This is the third project of this kind performed by first and second-year apprentices under the supervision of Jack Giesen, coordinator, and Instructor Ron Weidman. Construction experience is shared by the apprentices under PETS (Performance Evaluation Training System). The interior work is done by more advanced apprentices. The cabinets and millwork were handled by the Tulsa millcabinet apprentice program with supervisor Don Power's assistance. The

plumbing and electrical work was furnished by Tulsa County Area Vo Tech students from the nearby Vo Tech training center.

The building contains a 24' x 28' recreation room with a large fireplace, two offices, a kitchen and dining room, with ramps and restrooms for the handicapped. The facility will accommodate 25 two- to five-year-old children of working mothers. It's the third building constructed by apprentices of Tulsa in the past three years.

Hammers And Saws to Philadelphia Graduates



The newest journeymen of Local 1073, Philadelphia, Pa., received a hammer and hand-saw at their graduation ceremony. They are pictured above with the local business representative.

More Explanation For the Saw Nib

Many readers will remember our inquiry of a year and a half ago (November, 1983, Page 38) regarding the origin of the saw nib, the projected "tooth" on the back of many hand saws. Readers suggested 18 uses for the nib. (See February 1984, Page 29). Here's another.

John Chapman of Portland, Ore., adds to the discussion with these comments:

"I once worked for an older man in a speciality wood products business who was a descendent of the Peter White family, who built wooden ships in Ireland. He had in the shop a London 12 Spring (saw) with the nib in question. His explanation was that it was sharp and made the first break across the grain on finish lumber, where to do it with the teeth would tear out the square edge. He demonstrated this for me by turning the saw over, positioning the nib over the scribe mark, using his thumb as a bearing surface, drew the saw nib through the scribed mark. Clean cut; no tear; then finished with the business side of the London 12 Spring . . ."

Black & Decker Corp. Called Union Buster

A recent report in the *Wall Street Journal* indicates that Black & Decker Corp. has taken over General Electric Company's housewares division and has begun the process of brand-name changeover in toasters, percolators, and similar products.

The newspaper reports that, as part of a worldwide restructuring of the company to

cut costs, Black & Decker will shut down the GE housewares plant in Allentown, Pa., which employed 850 union workers. The United Electrical Workers say the multinational company is "union busting" by shutting a profitable plant and moving work to non-union factories. Workers picketed the company's stockholders' meeting.

Detroit Graduates for 1983 Honored



The 1983 graduating class from the Detroit, Mich., Carpentry Joint Apprenticeship Committee, totaling more than 40 young men and women, was honored in recent ceremonies in the Motor City.

Three Audio-Visuals Describe the UBC

The General Office has prepared three audio-visual presentations to help UBC members better understand the full scope of operations of the Union. They are entitled "You Are Your Union," "The Purpose and Function of a District Council," and "The International Union."

The presentations are each in the form of a slide carousel with an accompanying cassette tape and are available on a loan basis from the offices of each District Board Member. Each presentation runs about 20 minutes long. Some affiliates and training programs have indicated an interest in purchasing one or more carousels for their on-going use. The cost is \$85 for one or \$250 for the set of three.

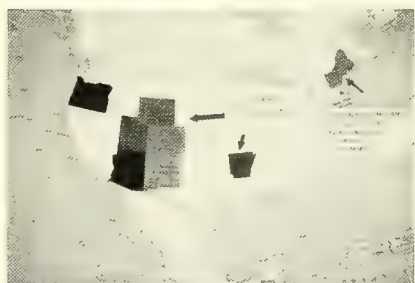
"You Are Your Union" is a clear and concise breakdown of how a local is set up, how a meeting is run, and the roles and duties of each officer. It stresses the value of each member within the larger picture.

"The Purpose and Function of a District Council" discusses the important role a district council plays in the UBC structure. It explains its value as a designated spokesman for several locals in various trades in the political arena, where it can present a unified front. The presentation also takes a look at the make-up of several specific councils to demonstrate their diversity.

"The International Union" describes the evolution into the United Brotherhood, examines its present geographic structure, and explains the duties and responsibilities of the General Officers and staff at headquarters.



"You Are Your Union"



"The Purpose and Function of a District Council"



"The International Union"

For a loan or purchase of these materials, please contact: Sigurd Lucasen, First General Vice President, 101 Constitution Ave., N.W., Washington, D.C. 20001.

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BUY UNION-BUILT HOMES



UP AGAINST THE WALL

Captain of the firing squad: "Do you want a blindfold?"
 Prisoner: "Okay."
 Captain: "Any last request?"
 Prisoner: "Yeh, use blanks."

ATTEND LOCAL MEETINGS

YELLOW-BRICK ROAD

I come from a very liberal town. They just changed the name of Lovers Lane to Sex Drive.
 —Orben's Current Comedy

BE AN ACTIVE MEMBER

AROUND SHE GOES

Traveler: I'd like a round-trip ticket, please.
 Ticket Agent: I'm sorry; all our tickets are square.
 —Boys' Life

LOOK FOR THE UNION LABEL

PET'S PEDIGREE

Tim: What kind of dog do you have there?
 Pam: Well, my Dad calls him a nuisance.
 —P. Kocher
 Wellesley, Mass.

BOYCOTT L-P PRODUCTS



GOOD OLD DAYS

Things were really bad when some of us were youngsters. We had no furniture, had to sleep on the floor, no heat and very little to eat. "Then came the depression!"
 —Catering Employee



THIS MONTH'S LIMERICK

There was a young lady from Kent
 Who said that she knew what it meant
 When men asked her to dine
 On Cartier and wine
 She knew! How she knew! But she went.



THE TENDER TRAP

The husband went with his wife, who had been despondent, to the psychiatrist's office.

"She complains that I don't pay enough attention to her," he told the doctor.

The psychiatrist asked her a few questions, and then gave her a big hug and a kiss. She lit up like a candle.

"See," said the psychiatrist to the husband, "that's what she should be getting regularly—every Tuesday, Thursday and Saturday, at the very least."

"It's no good," said the husband. "I can bring her in on Tuesday and Thursday, but Saturday's my golf day."

—Plasterer and Cement Mason

MAY 4, L-P BOYCOTT DAY

DOGGONE WONDER

The duckhunter trained his retriever to walk on water. Eager to show off this amazing accomplishment, he asked a friend to come along on his next hunting trip.

Saying nothing, he fired his first shot and, as the duck fell, the dog walked on the surface of the water, retrieved the duck and returned it to his master.

"Notice anything?" the owner asked eagerly.

"Yes" said the friend, "I see that fool dog of yours can't swim."

—Catering Industry Employee

ADOPT A LUMBER COMPANY

DRIVING TEST

A simple but sure solution to the high school dropout problem would be to require a diploma of all automobile drivers.

—Henry E. Leabo
 in *Legion Magazine*

CARPENTER



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QUICK CHANGE ARTIST

As a man started to leave a restaurant he noticed that his coat was gone. He summoned the manager who did his best to assure him that it probably had been taken by mistake and would be turned in later. The manager then asked him, "Can you describe the coat?"

"It was a light brown tweed with raglan sleeves and flap pockets," replied the diner.

"Oh yes, I believe I saw a man wearing a coat like that leaving the restaurant a short time ago," reassured the manager.

"Quick, what did he look like?" asked the other.

"Pretty bad, the sleeves were way too short."

IMPORTS HURT * BUY UNION

COST OF LIVING

Remember when an "expensive spread" was 40 acres near Dallas. Now, an expensive spread is peanut butter.

Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.



Harrisburg, Pa.—Picture No. 1



Harrisburg, Pa.
Picture No. 2



McKeesport, Pa.

McKEESPORT, PA.

Six members of Local 1048 received service pins in 1984: Eric Meier, 50 years; Charles Stough, 30 years; and George Lewis, George Paliscak, Gerald Schmidt, and Emil Kostkas, 25 years.

Pictured are 50-year member Eric Meir, center, with District Council President Andrew Zovko, left, and Local 1048 President Frank Dusi, right.

HARRISBURG, PA.

At the March meeting of Local #287, pins were presented to those members having 35 years of continuous service.

Robert H. Getz Sr., secretary-treasurer of the Keystone District Council, presented the pins to the members.

Picture No. 1 shows, front row, from left; Willard Peiffer, Verling Brightbill, Robert Bromley, Clayton Snyder, Walter Plank Jr., Leo Ruddle, Adolphus U. Walker Jr., and Charles Hess.

Middle row, from left: Arthur Whitehaus, Robert D. Zimmerman, Sylvester Eppley, John Lahr, Walter Breining, William Shuker, Ed Luzik, and Leroy Curtier.

Back row, from left: David Novinger, Henry Renn, William White, Robert Wagner, Eugene Kimmel, Lee Berry, Sylvan Anderson, and Raymond Horner.

Picture No. 2 shows, front row, from left: Clair Erdman, Robert Gerber, Merle Bowers, David Dolbin, William Swearingen, Elmer Potteiger Jr., Henry Miller, Raymond Wieland, and Ernest Walker Sr.

Middle row, from left: John Hipps, Joseph Luto, Charles Dominick, Richard Sponseller, Daniel Krehling, Jack Matter, Robert Hackenberger, John Nell, Charles Nell, Frank Hocker, and Edwin Hefflefinger.

Back row, from left: Raymond Bear, Joseph Via, John Kutay, Kenneth Alexander, Howard Noss, Ambrose Shull, Miles Briner, Roy Noss, and Louis Shaffer.

Other 35-year pin recipients include: Oscar Acri, Glenn Beam, Charles Berezich, Roy Berkheiser, Lloyd Bowers, Earl Brubaker, Melvin Brubaker, Paul Casner, Howard Combs, Ray Criley, Amos Decker, Jacob Earhart, Harry Hershey, Walter Himes, John Hoffa, Allen Jones Sr., Russell Kleinhans, Harry Mann Jr., Richard R. Krick, Paul Lauver, Warren Lightner, Paul Lyter, Leon Mattern, Roy G. Maurer, Woodrow McCullough, Isaac Metzler, Carl F. Morrow, John Newman, Howard Noss, Oliver Nornhold, Roy Peifer, Arthur Poorman, Frederick Reedy, Leon Reinhart, Ralph Richwine, Earl Rife, Alfred Rummel, Sylvester Sadler, Franklin Shireman, Raymond Singer, Donald Slothower, Hunter Smith, Kenneth Smith, Irwin Snyder, Gervis Sponseller, Donald Stoner Sr., Jay R. Stouffer, Clarence Swab, Wallace Thompson, Kenneth Vanatta, Howard Via, and John E. Ziegler Jr.



St. John, N.B.

SAINT JOHN, N.B.

Three brotherhood members, formerly of Local 1893, Fredericton, N. B., recently received pins for service from Local 1386.

Pictured, from left, are: Clyde Bungay, 15 years; Earl Rediker, 20-years; and John P. 15-years.



Gloucester, N.J.—Picture No. 1



Gloucester, N.J.—Picture No. 2



Gloucester, N.J.—Picture No. 3



Gloucester, N.J.—Picture No. 5

GLoucester, N.J.

Local 393 recently conducted a special presentation of gold cards to members, 65 and over, with at least 30 years of service to the Brotherhood and at least 15 years membership in Local 393.

Picture No. 1 shows, seated, from left: Robert M. Rudd, Joseph C. McGurk, Walter A. Reed, John L. Reed, Frank W. Reed, Orville C. Peterson, and George Potter.

Standing, from left: James P. Marshall, James T. McConnell, Walter McDowell, Thomas A. Miller Jr., Thomas G. Minshall, Edward J.

Continued on opposite page



Gloucester, N.J.—Picture No. 4



Gloucester, N.J.—Picture No. 6

Corrections:



Fairbanks, Alaska

FAIRBANKS, ALASKA

Local 1243 recently awarded service pins to its members with longstanding service. Brother Joe Russo, president of the Alaska State Council of Carpenters, and Don Swarner, Local 1243 president, presented the service pins.

Members pictured are, front row, from left: President Swarner; Earle Conn, 35 year member; Earl Fetterman, 45 years; Albert Ramel, 35 years; and Art Thompson, 35 years.

Back row, from left, are: Francis O'Connor, 35 years; Business Representative Edward Perkowski, 30 years; Vincent Cronk, 30 years; Lester Purcell 35 years; and Assistant Business

Representative Albert Ivey, 25 years.

Others who were honored but were not available for the picture are 25 year members Harry Berntson, Paul Dennison, James Doss, Louis Rizzuto, and Elmer Stone Jr.; 30 year members Carl Barnes, Vincent Detweiler, Frank Fantazzi, Howard Hein, Ireland Hensley, Gilbert Howarth, Ralph Kraus, Gerald Lizotte, Walter Lyon, Shelby Riddle, and Jan Wawrytko; 35 year members Robert Barger, Claude Bash, Kenneth Brown, Sylvester Corotitus, V. M. Dickinson, James Hardin, Roger Lambert, Monte Opsata, and Dave Steele; and 40 year members Charles DuBose and James Gronmark.

We're sorry! A few months ago we ran the photo to the left with an incorrect identification. Here's the photo again, with the correct story accompanying it.

The members of Local 1, Chicago, Ill., pictured below were incorrectly identified in a previous issue. Below are printed the correct names and years of service.



60-year member
Joe McAlinden



45-year member
Barrett Sleeman, Sr.



35-year members
Jim Russell and Norm Ericksen

GLOUCESTER, N.J.—Cont.

Nallen, and Balfour C. Pantella.

Picture No. 2 shows, seated, from left: Clyde R. Lumadue, Fred E. Lickfield, John H. Lang, John P. Kelly, Wayne E. Hurd, Edward Hurd Jr., Leon A. Hudson, and Joseph R. Heaton.

Standing, from left: John H. Hoover, James H. Hampton, Albert Garrity, Jesse M. Fullmer, Blease B. Farreny, Sandow J. DiGangi, and Clinton F. Davis.

Picture No. 3 shows, from left: Thomas C. Ober, business representative; Russell C. Naylor, president; Michael Varnamonti, initiated 8-22-26; and John Biesz, initiated 9-12-24.

Picture No. 4 shows, seated, from left: Charles Cooper, John G. Costino Sr., Edwin J. Collopy, George A. Christofferson, Edward R. Catlett, William R. Capie, Robert F. Bush, and John S. Bartley.

Standing, from left: Maurice Boileau, George F. Baird, John Biesz, Theodore Bickish, Earl W. Batz, Libero A. Bataloni, and Cecil E. Brooks.

Picture No. 5 shows, from left: Fiowandi Ummarino, Joseph M. Steinberger, John Skrabonja, Henry F. Wojcik, and Mike Varnamonti.

Standing, from left: Anthony J. Vitchell, Martin V. Schramm, John Sicardi Jr., and Leslie E. Simpkins.

Picture No. 6 shows, from left: Frank J. Walinski, Joseph Dandrea, Carl J. Agren, Ellwood Davis, John J. Majrocki, Robert Stilts, Thomas Heinbaugh, William E. Kraneffel.

Other members receiving gold cards are as

follows: Gustav Anderson, Robert D. Chapman, George Christiansen, John J. Dawson, Nicholas J. Fecenko, Bernard J. Hilbert, Charles LaLena, Milan Milanovich, Richard D. Moll, Lemuel H. Nicholson, Wilbert Randolph, Kenneth Temple, Ezra T. Bartleson, Raymond C. Abbott, Edward M. Ablett, William Anderson, Gene Angelino, Rosario Archetta, Edward F. Batten, Harry H. Beamer, William Blackburn, Paul H. Brittin, Isaac E. Carlson, Eugene E. Carrigan, Argimiro Conde, Leslie W. Davey, Enoch U. Dean, Dominic A. Errera, Samuel C. Flynn, James F. Gorman, Louis A. Guida, Randall B. Hampton, Leslie L. Harris, Kenneth A. Harvey, Benhard Heino, Henry T. Hermanns, Thomas Hicks, Perry F. Hill, George E. Hinshillwood, John Humes, Charles R. Hunter Jr., Irvin M. Hurd, Corbet Johnson, Harry J. Kirsche, Fredrick S. Laird, Joseph Lisa, Fred Lonzetta, Albert T. Mackey, John Marzilli, Elmer G. Mayers, Edward Mazak, Frank McConnell, Joseph Mendolia, Austin Midure, Harry W. Moore, Lincoln, M. Mosher, Charles R. Nicholson, Albert L. Orloff, George F. Parsons, William E. Penny, Peter Ruggeri, John T. Sadesky, Charles Schramm, Paul K. Schwindt, Joseph Scully, James B. Sewell, John H. Simpkins, Roy R. Smith, Gunnar Strombeck, William Suden, Roland L. Taggart, Benjamin F. Thompson, Thomas A. Tomassone, William J. Wade, Charles Walton, William W. Watson, Charles A. Weisbecker, Charles L. White, Charles J. Wilhelm, Charles W. Yankus, and Earl R. Young.

HIALEAH, FLA.

Local 1509 recently awarded service pins to members with 25 to 40 years of Brotherhood membership.

Picture No. 1 shows, from left: Fourth District Board Member Harold E. Lewis, 40-Year Member Frank Vidal, President Thomas Puma, and Business Rep. Kenneth Berghuis.

Picture No. 2 shows 35-year members, from left: George Richards, Henry Trowell, Henry Seigler, Jack Roberts, Thomas Terjesan, President Puma, Bus. Rep. Burghuis, John Gritzke, and Charles Higgins.

Picture No. 3 shows 30-year members, from left: Ben Roberts, Albert Leavey, Norwood Roberts, Norbert Nowak, Elliot Burns, Arthur Hodgkins, Alfred Carducci, Barry Baltz, Earl Biddle, Thomas Puma, Gary East, Charles Canada, Bus. Rep. Berghuis, Augustin Martinez, and Board Member Lewis.

Picture No. 4 shows 25-year members, from left: Benjamin Seigler, Board Member Lewis, Wesley Reagin, Varne Patrick, Charles Lamborghini, Harold Shoemaker, President Puma, Bus. Rep. Berghuis.



Hialeah, Fla.—Picture No. 1



Hialeah, Fla.—Picture No. 2



EDMONTON, ALTA.

Members of Local 1325 recently honored their members with 25 and 30 years of service to the UBC.

Pictured are 25-year members, from left: Raymond Parent, Jr., Alvin Krause, Walter Maslanko, Norbert C. Franke, Earl A. Broder, and Allan Heidebrecht.

Not pictured were 30-year members Paul Attenhofer, Maurice Deblois, Guiseppe Gazzola, Tony Lemay, and Andrew McGaffin.



Hialeah, Fla.—Picture No. 3



Hialeah, Fla.—Picture No. 4

Peruvian Carpenter Still Needs Help

"Santiago Soto Inca was arrested on June 4, 1981, in the small rural community of Andahuaylas, Peru. He had been called to the local police station to do some carpentry work. When he arrived, he was arrested and accused of giving shelter to an accused member of Sendero Luminoso ('Shining Path'), a terrorist group active in nearby Ayacucho . . . After his arrest, Santiago was severely tortured . . . Santiago was adopted by Amnesty International as a prisoner of conscience on March 25, 1983. Amnesty International believes that Santiago never has used nor advocated violence."

—March, 1984, Carpenter

Such was the status about a year ago when **Carpenter** magazine printed information and addresses to write to protest such prisoners of conscience. Amnesty International USA, part of the worldwide human rights movement which works impartially for the release of prisoners of conscience, has forwarded some good news: Santiago has been moved to an "individual" cell, that he is sharing with one other prisoner. He reports things are "more tranquil" at his new location. "I want you to know that I am in good health, although I miss my family a lot," Santiago writes in a translated copy of a letter forwarded to Amnesty International.

Unfortunately, however, Santiago has not heard from the lawyer. "He hasn't come to talk to me about my situation and my innocence. Amnesty International interprets Santiago's position as "frozen in some inexplicable Peruvian bureaucracy."

Santiago finishes his letter: "I say goodbye for now . . . with my regards for the gentlemen of the Carpenter's Union."

EDITOR'S NOTE: Your letters can help get Santiago's release. Write to: Sr. Presidente, Corte de Superiores Justicia, Palacio Nacional de Justicia, Lima, Peru. Urge that a trial date be set, that the charges be dropped and that Santiago be released.



The Southern Express

The United Brotherhood's Southern Council of Industrial Workers reports initial success in its drive to sign up more workers in plants already under contract. With the slogan, "85% in '85," industrial locals in District 4 are urging all "free riders" to get on the UBC Express.

If a member in the Southern Council signs up five new members during the current drive, he or she is awarded a red windbreaker like the one above, with "85% in '85" on the back and the UBC organizing emblem on the front.

Each new member can wear with pride one of the buttons shown below.



Campbell Named To Vet Job Group

General President Patrick J. Campbell has been named to a new 25-person national committee to promote employment of military veterans in the private sector. The special committee, made up of industry and labor leaders who are themselves veterans, is sponsored by the U.S. Veterans Administration.

The committee is charged with "producing a positive climate for the employment of veterans by highlighting within the business community the marketable job skills and personal qualities developed during a veteran's military service."

Grain Gets Diverted, Cars Keep Coming

Recently, Cargill, Inc., the country's biggest grain trader, attempted to bring a ship containing 25,000 tons of Argentine wheat into the United States. Cargill planned to sell the wheat at \$6.00 to \$10.00 less per ton than comparable wheat produced here. But when a coalition of politicians and farm groups raised an outcry, Cargill diverted the ship at sea and sold the grain elsewhere.

Ironically, imported automobiles, appliances, and apparel continue to flood U.S. markets, threatening the jobs of American workers. When U.S. workers protest that their jobs are being lost they are told that U.S. consumers must have the benefit of a free market and the lower priced imports.

The AFL-CIO is in sympathy with American farmers and applauds their success in blocking Cargill's move, as a step to retaining the U.S. farming industry, which uses the products American workers build. But we see a double standard here, one that allows grain to be diverted because it undermines American farmers while the voluntary restraint agreement with Japan's auto makers has been allowed to expire and cost 200,000 Americans their jobs.

LIPA Rents Video Bulletins

The AFL-CIO Labor Institute of Public Affairs (LIPA) has released four new "Labor Video Bulletins" as part of a new tape rental policy to reach more of the labor movement.

The federation's TV unit has been producing the bulletins since 1982, and distributed free copies to international unions, state feds and regional offices. Now all local central bodies and local unions may rent each edition for \$5 or purchase it for \$25. All video formats are available—VHS, Beta and ¾" U-matic.

The new bulletins now available include:

- * "Getting on TV and Radio," a guide for locals to help get their message to the public;

- * "Making Legislators Accountable," a guide for workers who want to understand and influence national issues;

- * "Singing for the Union," a lively labor music workshop from the Meany Center for Labor Studies;

- * "CLUW: The First Decade," which reviews the development of the Coalition of Labor Union Women and covers child care and pay equity issues.

Full information and a catalog are available from Julie Smith, LIPA, 815-16th St., N.W., Washington, D.C. 20006.

'No Strike' Edict in Nicaragua

If you've been confused by who is who and which is which in Nicaragua, you have only to consult international labor line-ups to get the picture clear. The Sandinistas, the pro-Communist union federation, are affiliated with the Communist-controlled World Federation of Trade Unions. During a recent Sandinista workers strike, their headquarters issued this statement which put all doubts to rest: "Strikes are a type of struggle used by the workers against their class enemies, the capitalist exploiters. Power is in the hands of the workers. Everything for the war-front, everything for the fighters. Long life to the popular Sandinista revolution."

in memoriam

The following list of 760 deceased members and spouses represents a total of \$1,354,579.61 death claims paid in February, 1985; (s) following name in listing indicates spouse of members

Local Union, City

- 1 Chicago, IL—Clarence Gerner, Clarence Gerner, Gustav Paulin, Richard C. Garnett.
- 2 Cincinnati, OH—Alva N. Corsbie, Laura Jane Sipple (s).
- 3 St. Louis, MO—Earl E. Lewis, Frank Pfeiffer, Jr., Frank Straka, John Ewertz, Jr.
- 6 Hudson County, NJ—Josephine Amato (s), Kenneth Ross, Lawrence Muller, Norman D. Foster.
- 7 Minneapolis, MN—Nancy E. Burg (s), Uno Nelson, William Fyten.
- 8 Philadelphia, PA—Samuel Tucker.
- 10 Chicago, IL—Alex Goeringer, Audrey L. Suroviak (s), Marcella Elam (s), Nils Ragnar Larson.
- 12 Syracuse, NY—Chester A. Loniewski, Harold C. Soltan, William H. McRorie.
- 13 Chicago, IL—Alma Paula Carlson (s).
- 14 San Antonio, TX—J. E. Kirkland.
- 15 Hackensack, NJ—Clifford A. Vanderbeck, Philip S. Philip, Wienberg Kurt.
- 16 Springfield, IL—Anton Martinkus, Della Thierbach (s), Harry Graham.
- 17 Bronx, NY—Angelo DiPaolo, Anita Hyman (s), Anthony Damiano, Edward Deluise, Frank Loggio, Fred Persen.
- 19 Detroit, MI—Clifford M. Frederick, William W. Meath.
- 20 New York, NY—Dominic Lagana, John Beattie.
- 22 San Francisco, CA—Albert Donaghy, Luise Arras (s), Lydia Bonau (s), Mary Catherine Cassano (s), Steven Heckert.
- 23 Williamsport, PA—Frank A. Cellitti.
- 24 Central CT—George Heinrich, Lawrence Blanc, Norbert J. Crosby.
- 25 Los Angeles, CA—Ray E. Scranton.
- 26 East Detroit, MI—Charles Bell, John Chmurszynski.
- 28 Missoula, MT—Fred R. Starnier.
- 31 Trenton, NJ—Anthony J. Barker, Arthur W. Hamer, Jr., George N. Muschal.
- 33 Boston, MA—Estelle R. Lebel (s).
- 34 Oakland, CA—Arnold J. Kent, Frank A. Phillips, Heber D. Floyd, Vinton L. Ridley, Wilma Dean Vassaur (s).
- 40 Boston, MA—Joseph M. Cormier, Martha Gaudreau (s).
- 42 San Francisco, CA—Leif Tosse.
- 44 Champaign Urban, IL—Nobel Fitzwater.
- 46 St. Marie, MI—Carl C. Campbell.
- 47 St. Louis, MO—Rita Alice Scarfio (s).
- 50 Knoxville, TN—Allen L. Lytle, Arlie B. King.
- 54 Chicago, IL—Joseph Jablonsky.
- 56 Boston, MA—Samuel H. Clarke, William Goodland.
- 58 Chicago, IL—Bror A. Hedberg, Eric T. Swanson, Oswald Olson, Per Esbjornson, Roy Christenson.
- 61 Kansas City, MO—Chester F. Harrison, Louis M. Johnson.
- 67 Boston, MA—James P. Beggan, Rose Marley (s).
- 74 Chattanooga, TN—Claude Rogers.
- 80 Chicago, IL—Chester A. Talaga, John H. Neil, Jr., Richard T. Lipke.
- 85 Rochester, NY—Alphonse DeJohn, Charles R. Ferguson, Clifford J. Bacon, Frank Harloff, Horatio C. Schoenheit, John Blend, Richard E. Demmer.
- 87 St. Paul, MN—Anna E. Simon (s).
- 90 Evansville, IN—Gerald K. Lauer, Linus L. Lindauer.
- 94 Providence, RI—Bjoren Henriksen, Dolore Lusignan, Helen Lucienne Berge (s), Leon Rekrut, Neil Pymmonen.
- 95 Detroit, MI—Irving Goldberg.
- 102 Oakland, CA—Robert E. Berry.
- 104 Dayton, OH—Harry N. Copeland, John W. Hord.
- 105 Cleveland, OH—Edward J. Oschmann, Emil Matko.
- 106 Des Moines, IA—Albert Anderson, Donald Murodock.
- 107 Worcester, MA—Evelyn Benson (s), Henry Lamarche.
- 109 Sheffield, AL—Carlos J. Russell, Charlotte Johnson (s), Ernest E. Tompkins, Leatha B. Willis (s).
- 110 St. Joseph, MO—Floyd E. Price, Helen I. Leslie (s), Iris E. McMurry, John A. Reeves, Leslie Foster.
- 113 Middletown, OH—Owen Clark Hammond.
- 117 Albany, NY—Joseph Pieringer, Philip Olson.
- 122 Philadelphia, PA—Harvey Levin, Joseph D. Garner.
- 126 Washington, DC—Bruce B. Hutsler, Jay Allen Harper, John M. Erter, Luther O. Gladhill, Voilet Lee Bolton Haynes (s), William E. Alex.
- 135 New York, NY—Stanley Haracz.
- 141 Chicago, IL—Edmund M. Faier.
- 155 Plainfield, NJ—Vincent J. Quarantiello, Sr.
- 161 Kenosha, WI—Frank Becker, Warren H. Stevens.
- 162 San Mateo, CA—Albert Boitano, James A. Riechter, Peter J. Rudometkin, Willie R. Atkinson.
- 166 Rock Island, IL—Orval D. Glisan.
- 169 East St. Louis, IL—George Hulsey, Jr., Martin Pemrick, Marvella L. Alexander (s).
- 171 Youngstown, OH—Arthur Scheetz, Grady F. Davis, Joseph L. Williams, Melvin J. Hudson.
- 181 Chicago, IL—Edward Rechoris, Fred J. Wrona, Lawrence Egeness, Loren S. Stevens, Thomas Madson.

Local Union, City

- 183 Peoria, IL—Ruth Crain (s).
- 184 Salt Lake City, UT—Joseph F. Douglas, Ralph A. Heap, Russell Furlow.
- 188 Yonkers, NY—Walter Pastor.
- 190 Klamath Falls, OR—Donald Blair Schortgen.
- 194 East Bay, CA—Alfred L. Coon, Lawrence J. Kelleher, Richard E. Seastrom, Vesta W. Kennedy (s).
- 195 Peru, IL—Dorothy L. Flowers (s), Philip J. Vesper, Jr.
- 198 Dallas, TX—Carl R. Brooks, Ernest G. Mankins, John B. Fleming.
- 200 Columbus, OH—Charles W. Backus, Fred G. Snead.
- 210 Stamford, CT—Alfonso Filippelli, Michael Paul Loney, Michael Potetz.
- 213 Houston, TX—Barnett W. Cook, Beatrice Marie Duncan (s), Clarence H. Turner, Earl Morris, Herman Woehst.
- 218 Boston, MA—Ernest Fizzaro, Mary Butare (s).
- 225 Atlanta, GA—Bobbie W. Goode (s), Donald Tyler Voga, Henry S. Wilson, Henry Virgil Ballew.
- 242 Chicago, IL—Anton Zamida, George Ceitham, Lewis Wilson, Steve Andrysiak, William Lehner.
- 244 Grand Jct., CO—William C. Coleman.
- 246 New York, NY—Benjamin Raiman, Henry Rippe.
- 247 Portland, OR—Carroll C. Morris, J. Terrell Curtis.
- 250 Lake Forest, IL—Alvan Malsch, Richard A. Senf, Russell W. Rouse, Toivo Hannula.
- 255 Bloomingburg, NY—Harry E. Gath, Maria Falkenberg (s).
- 257 New York, NY—Arvo Willberg, Benny Tucker, Edward Cann, Emanuel Alongi, Guillermo Barral, William Millar.
- 258 Oneonta, NY—Leif Tenden.
- 259 Jackson, TN—Laura Hazelwood Hudson (s).
- 261 Scranton, PA—Joseph Fitterer.
- 262 San Jose, CA—Gaylord M. Akers.
- 264 Milwaukee, WI—Joseph M. Hiegel, Myron McFarlin, Walter Zumbagen.
- 272 Chicago Hgt., IL—Augusta Rufo (s), Henry Vonengel, James Capriotti.
- 280 Niagara-Gen&Vic, NY—Carl L. Sage.
- 281 Binghamton, NY—Frank E. Stiles.
- 292 Linton, IN—John Waldrup.
- 296 Brooklyn, NY—Eleanor Nilzen (s), James Elardi, Rubin Lewiatin, Sam Nagel.
- 297 Kalamazoo, MI—Frank Guetschow.
- 304 Denison, TX—Perry H. Larkins.
- 308 Cedar Rapids, IA—Elmer J. Nemecek, John Armon.
- 311 Joplin, MO—Etta J. Smith (s).
- 314 Madison, WI—Albert E. Vandermolen, Alois L. Zeier, Carl Pieh, Frank Trotter, Russell E. Reeve.
- 316 San Jose, CA—Clifford E. Austin, Harold J. Bouterlier, Lawrence Fraasch, Noel H. Gresham, Stephen J. Mateik.
- 317 Aberdeen, WA—Magnus B. Solvik.
- 319 Roanoke, VA—Brady D. Hill (s), Wilford Ingram.
- 329 Oklahoma City, OK—Robert E. McCarter.
- 337 Detroit, MI—Richard E. Hansen, Stanley Rousse, Susie H. Onslow (s).
- 338 Seattle, WA—Jack E. Yates, Maurice Munro.
- 345 Memphis, TN—Carl Tullos.
- 346 New York, NY—Edward Druhi, John Duwel, Louis Pearsall.
- 356 Marietta, OH—Henry H. Miller.
- 359 Philadelphia, PA—Charles Myers, Walter Schmidt, N. Tonawanda, NY—Maynard Cannan.
- 369 Alton, IL—Ruth E. Brant.
- 384 Ashville, NC—Foy L. Pittillo.
- 388 Richmond, VA—Albert J. Anderson.
- 400 Omaha, NE—Daniel N. Simpson, Earnest K. Sadle, John A. Bojanski, Leverett Archibald.
- 402 Northampton, MA—Victor Hoyt Clough.
- 403 Alexandria, LA—Coy Ward.
- 404 Lake Co., OH—Frank J. Royce, Sr., Frederick H. Hadelor, James L. Molnar.
- 413 South Bend, IN—David L. Tutorow.
- 417 St. Louis, MO—George F. Klaus.
- 424 Hingham, MA—Robert B. Quinn.
- 433 Belleville, IL—George Koesterer.
- 454 Philadelphia, PA—Francis McAneny, Herbert H. Sanford.
- 458 Clarksville, IN—James Cottrell.
- 465 Chester County, PA—Charles Boyer.
- 470 Tacoma, WA—Wayne R. Willcox.
- 472 Ashland, KY—Verner Conley.
- 483 San Francisco, CA—Charles McKee, Lorenzo F. Pardin.
- 493 Mt. Vernon, NY—Margret G. Alexander (s), Paris H. Davanzo.
- 507 Nashville, TN—John T. Anderson.
- 512 Ann Arbor, MI—Harmon E. Tuthill.
- 514 Wilkes Barre, PA—Barney A. Mokarczyk, Daniel Piznar.
- 515 Colo Springs, CO—Aunus Lee Earle (s), Nellie May Kennett (s).
- 526 Galveston, TX—James Percy Rayner.
- 530 Los Angeles, CA—Everet Leroy Schulte.
- 537 Aiken, SC—Edward C. Kemper.
- 538 Concord, NH—Clarence E. Holmgren.

Local Union, City

- 550 Oakland, CA—Jean DeLongpre, Mary Jo Benardo (s).
- 562 Everett, WA—Katie Ahl (s), Seldon M. Curtis.
- 563 Glendale, CA—Allen H. Kocher, Everett N. Forgy, Joseph F. Ulawski, Kenneth G. Shoemaker.
- 565 Elkhart, IN—Kenneth R. Henderson.
- 569 Pascagoula, MS—James H. Taylor.
- 586 Sacramento, CA—Carson V. Osburn, Clarence A. Harvill, Harold W. Jobe, Lloyd W. Gibbs, Lucille V. Williams (s), Luther A. Goss, Victor N. Swanson.
- 595 Lynn, MA—Francis J. Ellard, Sr.
- 596 St. Paul, MN—Francis L. Willey, Kaia E. Pearson.
- 599 Hammond, IN—Lindsey Neil, Michael Cisarik, Ruth E. Keith (s).
- 608 New York, NY—James Shea, Kevin P. Obnen.
- 610 Port Arthur, TX—Clarence M. Beaver, James S. Barraque, Sarah Case Moss (s).
- 613 Hampton Roads, VA—Daniel Robert Vaught, Roy J. Murphy (s).
- 620 Madison, NJ—Russell Treible.
- 622 Waco, TX—Marion L. Wilkinson, Ruey Allie Graham (s).
- 623 Atlantic County, NJ—Andrew Merlock, Harry W. Mong, Harvey P. Senseney, Jahu Leeds, Margaret E. Regenber (s), Wallace Fisher (s).
- 626 Wilmington, DE—Bradford Dickerson, Emma Lockwood (s), Richard Rowe.
- 627 Jacksonville, FL—David Oscar Griswold.
- 634 Salem, IL—C. Colvin MacDonald.
- 638 Marion, IL—James C. Reeder, Paul M. Wallace.
- 642 Richmond, CA—Charles Giggey, Edward Carson, Richard F. Wilson.
- 644 Pekin, IL—Oren C. Vice.
- 665 Amarillo, TX—Edwin K. Doores.
- 668 Palo Alto, CA—Winifred Haynes.
- 696 Tampa, FL—Aldo Pitton, William Robert Harp.
- 698 Covington, KY—Edward H. Lutenhoff.
- 704 Jackson, MI—Denzel R. Parker, Howard W. Davis.
- 710 Long Beach, CA—William Danley.
- 715 Elizabeth, NJ—John Wilhelm, Martha Wilhelm (s).
- 721 Los Angeles, CA—Elmer R. Simon, Joseph A. Jonietz, Joseph Joos, Loren P. Sommers, Manuel Fernandez, Ruth Leah Ceranic (s).
- 727 Hialeah, FL—Warren Williams.
- 738 Portland, OR—Clifford A. Hathaway.
- 743 Bakersfield, CA—Bertram Claude Hamble.
- 745 Honolulu HI—Tsutomu Nishizawa.
- 751 Santa Rosa, CA—Charles T. Madsen, Elmer Fuller, Leland Mulkey, Marjorie C. Schoenman (s).
- 764 Shreveport, LA—Emmett A. Sheek.
- 766 Albert Lea, MN—Dean Tenold.
- 769 Pasadena, CA—John G. Kathman.
- 770 Yakima, WA—Joseph G. Huck.
- 772 Clinton, IA—Clarence F. Stralow.
- 780 Astoria, OR—Ellie M. Hovden (s).
- 783 Sioux Falls, SD—Harold Dickey.
- 792 Rockford, IL—Martha Williams (s), Melvin Hollister.
- 803 Metropolis, IL—James Stockton.
- 812 Cairo, IL—Albert Deweese.
- 821 Springfield, NJ—Robert J. Kerwick.
- 829 Santa Cruz, CA—Virgie Florence Vogel (s).
- 835 Seneca Falls, NY—Armenio J. Marino.
- 839 Des Plaines, IL—Johanes Sorensen, Louis C. Portrey.
- 844 Canoga Park, CA—Charles Ruddock.
- 845 Clifton Heights, PA—Francis R. Bosch, Helen Link (s).
- 848 San Bruno, CA—Nick Masciovechi.
- 857 Tucson, AZ—Mildred McLaughlin (s).
- 902 Brooklyn, NY—Helga Thoren (s), Joseph Leonardelli.
- 921 Portsmouth, NH—Earl W. Colby.
- 929 Los Angeles, CA—Floyd T. Crockett, Nelson Bates, Verna Crockett (s).
- 943 Tulsa, OK—Elmer E. Sullivan, Opal Fay Cloyde (s).
- 944 San Bernardino, CA—James Edward Berry.
- 954 Mt. Vernon, WA—John H. Nowochin.
- 958 Marquette, MI—Vieno I. Takala (s).
- 964 Rockland County, NY—Mildred H. Conklin (s), Stanley G. Konopko.
- 969 Penn Yan, NY—Nelson Bennett.
- 973 Texas City, TX—Gorth B. Walker.
- 978 Springfield, MO—Ernest J. McMullin.
- 982 Detroit, MI—Aaron Csonit, Frank B. Harmon, Laurence Bayne, Paul Mosko, Russell Rattle.
- 993 Miami, FL—Harold M. Fixley, Richard R. Powers.
- 998 Royal Oak, MI—Louise Basnaw (s).
- 1001 N. Bend Coos Bay, OR—William M. Kouts.
- 1003 Indianapolis, IN—Kenneth Peck.
- 1005 Merrillville, IN—Irving Brasser, Stanley Wozlek.
- 1006 New Brunswick, NJ—Stanley Zalewski.
- 1014 Warren, PA—Ernest J. McSherry.
- 1027 Chicago, IL—Edmund J. Bowers, Erven Carlson, Herbert E. Johnson, Keith Kamradt, Paul Dzeniolowsky, Thomas Thacker, Zelda Rozak (s).

1043 Gary, IN—John J. Pedone, Ruby Bowman (s).
 1044 Charleroi, PA—Emil M. Gondella.
 1046 Palm Springs, CA—Franklin R. Ayers.
 1050 Philadelphia, PA—Anthony Marotta, James Wood, Pauline Billups (s).
 1053 Milwaukee, WI—Helen Stencil (s).
 1055 Lincoln, NE—Evelyn E. Gabriel (s), Helen Stephanie Sloup (s), John O. Seedlund.
 1059 Schuylkill County, PA—Henry Mehling.
 1073 Philadelphia, PA—Edward A. Jackson.
 1089 Phoenix, AZ—Edward Jastrzebski, Ernest L. Griggs.
 1098 Baton Rouge, LA—Fred H. Verrett.
 1102 Detroit, MI—William Stummel.
 1108 Cleveland, OH—Annie Myrtle Smith (s), Arthur G. Wengatz, Audrey I. Molnar (s), Raymond H. Pratt.
 1109 Visalia, CA—Clarence Osborne, John Werner.
 1120 Portland, OR—Palmer I. Hammer, William J. Kennedy.
 1125 Los Angeles, CA—Charles H. Denny, Howard E. Tillson, Wilburn Blue, William J. Summers.
 1138 Toledo, OH—Leopold Wisniewski.
 1140 San Pedro, CA—Carl O. Christiansen, Ira D. Skinner.
 1146 Green Bay, WI—Betty Verheyden (s), Gordon Francis.
 1147 Roseville, CA—Chester Dougherty, Frank L. Lane.
 1149 San Francisco, CA—Jack Cranford.
 1163 Rochester, NY—Maxine R. Long (s).
 1164 New York, NY—Edward Lattari, Frederick Scherer.
 1185 Chicago, IL—Ewald H. Dierking.
 1186 Alton, IL—Earl T. Bond.
 1194 Pensacola, FL—William A. Wortmann.
 1207 Charleston, WV—Hazel Jones Turner (s).
 1216 Mesa, FL—Abraham L. Reh, Faye B. Soderman (s).
 1217 Greencastle, IN—Ross Lawrence Timmons.
 1222 Medford, NY—Henrich Stiene.
 1235 Modesto, CA—Andrew Jensen, Dewitt Stringfellow.
 1240 Oroville, CA—Carlos F. Rasmussen.
 1242 Akron, OH—Mossie Sue Johnson (s).
 1258 Pocatello, ID—Jesse H. Christensen, Knud Haugard.
 1263 Atlanta, GA—Leonard E. Crider.
 1266 Austin, TX—Harry L. Welch, William E. Davis.
 1273 Eugene, OR—Glenn W. Johns, John K. Eklund.
 1275 Clearwater, FL—Frances A. Johnson (s).
 1280 Mountain View, CA—Harold M. Halfhill, Laurence E. Gillespie, Roberta Charlotte Sofge (s).
 1281 Anchorage, AK—Frances Houder (s).
 1289 Seattle, WA—William R. Treibel.
 1292 Huntington, NY—Anthony Costa, Arthur O. Wenz, Jr.
 1296 San Diego, CA—Herman Lentz, Jess Lamar Nelson, Jesse Trammell, Lawrence Bourgerie, Lural Helen Wright (s), Richard H. Doss, William L. Richards.
 1301 Monroe, MI—John Tuberville.
 1305 Fall River, MA—Alfred T. Gadbois, Edward Riley.
 1307 Evanston, IL—Ann Klages (s), Frode Laursen.
 1329 Independence, MO—Stephen F. Hubbard, Virgie L. Bishop (s).
 1342 Irvington, NY—Ferdinand Andalora, James Robertazzi, Joseph Strasser, Leo J. Valeo, Rudolph Dagostino.
 1345 Buffalo, NY—George Ballon.
 1353 Santa Fe, NM—Onesimo G. Martinez.
 1358 La Jolla, CA—Walter J. Lane.
 1365 Cleveland, OH—Stewart E. Lawrence, Jr.
 1366 Quincy, IL—Clemens B. Baker, Junior William Schutte.
 1373 Flint, MI—Leroy Manning.
 1378 Scranton, PA—Stephen Edward Walsh.
 1379 North Miami, FL—Glen R. James.
 1382 Rochester, MN—Martin Hanson.
 1393 Toledo, OH—Joseph J. Thomas.
 1394 Ft. Lauderdale, FL—Corman C. Smith, Ray W. Ormsby, Spafford T. Thorp.
 1379 North Hempstead, NY—Paul G. Wozlonis.
 1407 San Pedro, CA—Archibaldo L. Peraza, Aubrey Fanning.
 1418 Lodi, CA—G. G. Blewett.
 1419 Johnstown, PA—William R. Soler.
 1423 Corpus Christie, TX—Murray C. Pearce, Phillip R. Bissell.
 1426 Elyria, OH—Herbert M. Ziegman.
 1437 Compton, CA—Oscar Choate, Sally M. Clark (s).
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Tax Incentives

Continued from Page 5

seem to have much to do with it," McIntyre said.

So what did the companies do with all those tax breaks? The same 238 firms which cut their investments by 15.5% increased their dividends to stockholders by 17% over the three years, the study found. It said they also used their tax bonanza to buy up other companies, partly explaining the record-breaking \$209 billion in corporate acquisitions in the 1981-83 period. In addition, they raised executive salaries and bonuses.

The study's authors said: "It's time to stop the waste. If the President and the Congress held our largest corporations to the same standard of accountability they apply to the poorest welfare recipient, no amount of corporate lobbying could prevent the repeal of the host of 'incentive' loopholes, which, based on the overwhelming evidence, don't work."

The study's authors said that restoring the corporations' tax levels would "help strengthen our economy by forcing our corporations to stop relying on lobbyists and loopholes to bolster profits and, instead, go back to making money the old fashioned way—by earning it." (PAI)

Write your Congressman to protest tax inequities. See "Save Your Benefits," page 4.

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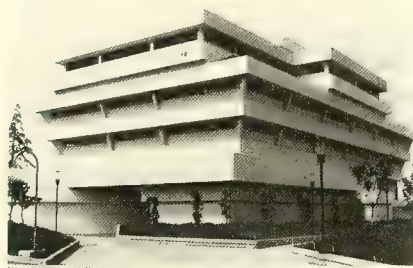
The Newell Post Fastening Plate retails for \$11.95, including handling and shipping. Distributorships are available.

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INDEX OF ADVERTISERS

Chevrolet	21
Clifton Enterprises	25
Estwing Mfg. Co.	27
Foley-Belsaw	31
Full Length Roofer	39
Irwin Co.	39
R & B Northcoast Ent.	27
Vaughan & Bushnell	24

FORMGUARD DATA



A-Matte FormGuard is a moderate reuse medium density overlaid plywood concrete form panel which provides a smooth matte finish and is suitable for use where coated or painted concrete is required or for architectural concrete with a moderate number of pours.

New strength data about this product is now available on a recently revised Simpson Timber Company literature sheet. The data shows that higher strength is available now in 3/4" A-Matte panels with 7 plies of all Douglas fir.

The literature sheet provides a complete description of the product and its benefits along with load span tables and information on care and handling of the panels. The two-color sheet is punched for insertion in a notebook.

UBC members are employed at Simpson Timber Co. plants in Albany, Ore., Vancouver, Wash., and McCleary, Wash.

For more information about A-Matte FormGuard or a copy of the literature sheet contact Simpson Panel Products Division. Send inquiries to: Simpson Panel Products Marketing, Third and Franklin, Shelton, Wash. 98584.

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In recognition of its 100th Anniversary year in 1985, The Irwin Company has introduced what it calls "the greatest auger bit advance in 100 years."

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It's A Simple Fact: Labor Is People, People Helping People

*At their best, labor unions
have been a primary agent
for democracy and freedom*

There are a lot of wrong ideas about organized labor making the rounds in North America today. Many of these false ideas and images have been around for more than a century, and they still persist in one form or another today.

You can hear them described on Capitol Hill in Washington when the National Right to Work Committee and various anti-union representatives testify before Congressional committees. They appear in overblown phrases whenever management calls in a union-busting consultant to do its dirty work.

There have been a few attempts to portray union members and union leaders fairly in television dramas, but these instances have been brief and in many cases unreal and unfair. It's hard to change public conceptions, and the general public often only knows what it reads in the newspapers or sees on television. These are some of the false images which persist:

"Management knows what's best for you."—This statement, in one form or another, is about as old as time itself. It's followed by such statements as, "We're all one big happy family."

Often the boss who tells you that means, "I'm the father. You're the child. Father knows best."

That's often why unions are formed: Because the boss doesn't always know best. There was a time—more so than today—when the employer was one of the few educated persons in a plant. He may have come out of college with an engineering or architectural degree, and he knew more about the basic principles of construction or manufacturing. Or he or she may have been the child of a wealthy industrial tycoon, and father left the company to his children, and these children grew up in the business and had special training in the financial world.

This is changing. I see plenty of young college graduates going into the building and construction trades today, and I find others in the ranks

of our industrial unions. The boss, today, doesn't have a monopoly on brain power.

Our union and most unions today have knowledgeable experts of their own. They had to bring in specialists to counter the union-busting efforts of some employers. Unions today have to have attorneys to defend workers' rights in the courts and before government agencies. We have to have health and safety personnel to protect our members against bad working conditions. We need statisticians and economists to deal with the "bread and butter" issues spelled out in our contracts.

"I like unions, but I don't like strikes."—Union members don't like strikes either. If you've been in a union as long as I have, you know that a strike is absolutely the last resort in trying to overcome injustice.

The general public reads about strikes, because strikes are dramatic and strikes are news. People, for some reason, watch picketers confronting strikebreakers, and many of them automatically figure that the union is wrong and is causing the trouble. . . . And yet less than one percent of workdays in this country are lost because of work stoppages.

Workers vote to cut off their income only when they have no alternative. U.S. and Canadian workers place the power to call strikes in the hands of their members through democratic procedures which insure that work stoppages are matters of last resort.

But we must always remember that the right to strike is essential in a democracy. That's why in totalitarian countries the first act of a dictator is to forbid the right to strike. North American labor protects the right to strike, but it wisely uses the right sparingly and cautiously.

"Labor is a monopoly. It wants a closed shop."—North American unions bargain with management for "union shop" agreements, or "closed shop" agreements under which only union members can be hired or workers can be hired with the understanding that after a brief period of time they will join the union. This is not a "monopoly" agreement. This is because all workers in a work crew should share in the benefits. There should be no "free riders." Oldtime labor union members can recall when employers planted stool pigeons, company men or women alongside union members to either try to disrupt the union or spy on its activities.

Unenlightened management sometimes seeks the "open shop." And what's the "open shop"? Mr. Dooley, a character created by F. Peter Dunne, writer of a half century ago, explains:

"Sure, 'tis a shop where they kape th' door open t' accomodate th' consthant stream of min comin' in t' take jobs cheaper thin th' min what has the jobs."

"Labor has no business in politics."—That's one of the most incomprehensible ideas about labor around today. Labor is people, citizens, voters, consumers. It is only a special interest in that it is made up predominantly of wage earners, and as such, it is the mass of the population in the country. Labor is interested in public education, in fair taxation, in a good environment for working and living, in all of the basic needs of society.

No good cause has remained unsupported by unions, whether it be safety and health in the workplace, the elimination of slums, the elimination of sweat shops, or the achievement of minimum wages.

Fair-minded legislators and public officials recognize unions as spokespersons for a broad cross section of society, and they seek their support.

The late Senator Paul Douglas of Illinois once said, "Our opponents often try to suggest that there is something unworthy about labor support. Corporation presidents running \$100-a-plate dinners for the support of their candidates are the height of respectability in their eyes. But the working men and women who give their dimes and dollars through the political education committees and the candidates who receive their help are constantly blackened by propaganda.

"Let me say this quite clearly for myself. I am proud to have the support of working men and women and of the organizations they have set up to improve working conditions and community life.

"It is high time our opponents grew up and learned that labor is people—just like everyone else. They serve in the country's armed forces, pay taxes, help in the building of private business and community institutions, have the same personal and family problems and share the hopes and dreams of a better tomorrow just like everyone else. And in my opinion they should not be downgraded just because they try to do something about it."

"Labor is a bunch of radicals, rabblers, and commies."—Sure, your letter carrier, your airline pilot, your screen actor, your carpenter, your office employee, who all carry union membership cards. . . . They're all plotting against the establishment. It's ridiculous. It goes back to the early days of the nation, when there was little or no middle class, when there were yellow dog contracts and blacklists.

If anything, unions are the very foundation of freedom in a democracy. It is the Solidarity union which is fighting for freedom in Poland. It is the grassroot unions of Latin America which rally the people to overthrow the totalitarians, the communists, and the dictators in those suffering nations.

Many Americans don't know this, but it was a group of union members—they were called guild members in those days—who dumped the British tea into Boston Harbor more than two centuries ago and helped to spark the American revolution. And the White House knows today that it will be trade unionists on our waterfronts who will be the first to demonstrate against Soviet injustices overseas.

* * * * *

The North American labor force is growing, and the responsibility of unions to give voice to the needs of workers is unceasing. The labor movement has the capacity to continue the never-ending process of renewal and regeneration that has enabled and will enable unions to remain the authentic voice of workers and their chosen vehicle for expressing their will.

Patrick J. Campbell

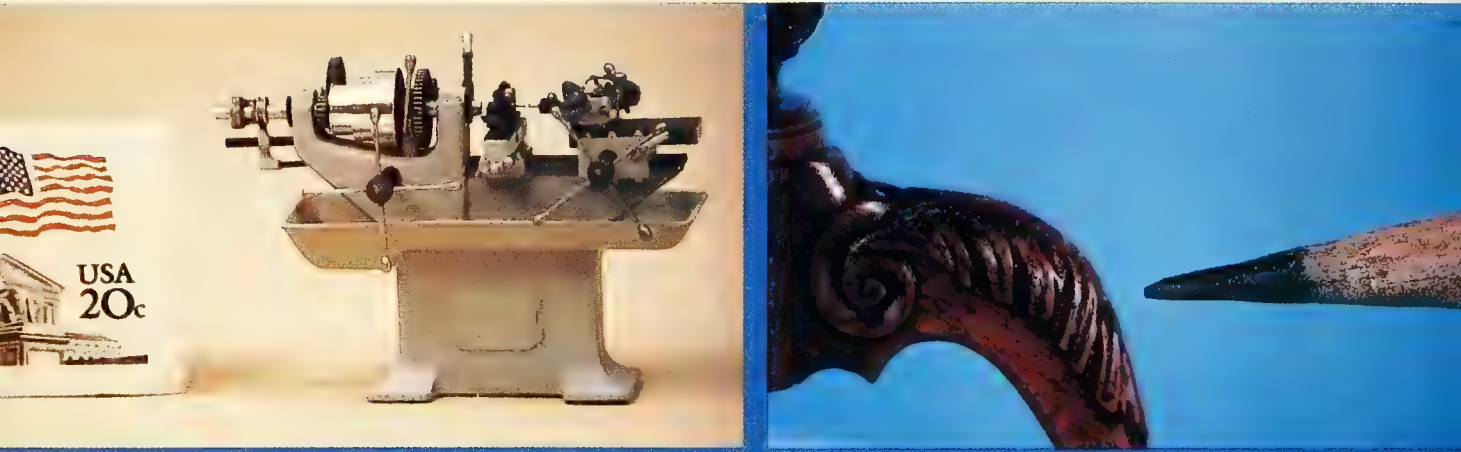
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See Story, [Page 16](#)



"My house, my house, though thou art small ..."
George Herbert

June 1985

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



SILENT BREAKERS



The Radical Right's Anti-Labor Agenda

SEE PAGE 2

The Growing Threat of Double-Breasted Contracting

SEE PAGE 5

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No. 6

JUNE, 1985

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

The Radical Right's Anti-Labor Agenda	2
Double-Breasting Tops Agenda for Building Trades Calvin Zon	5
UBC's Position Regarding Double-Breasting	7
L-P Strikers at Shareholders Meeting	9
Jimmy Jones Named to Executive Board	11
Missing Children	11
Formaldehyde Glues More than Irritating	17
Safety Up the Chimney Stack	19
Some Things You Need to Build a House A Puzzle	36

DEPARTMENTS

Washington Report	10
Ottawa Report	12
Local Union News	13
French Canadian News	15
Plane Gossip	20
Members in the News	22
Apprenticeship and Training	23
We Congratulate	26
Consumer Clipboard: Credit Cards, Credit Bureaus	27
Retirees' Notebook	29
Service to the Brotherhood	31
In Memoriam	37
What's New?	39
President's Message Patrick J. Campbell	40

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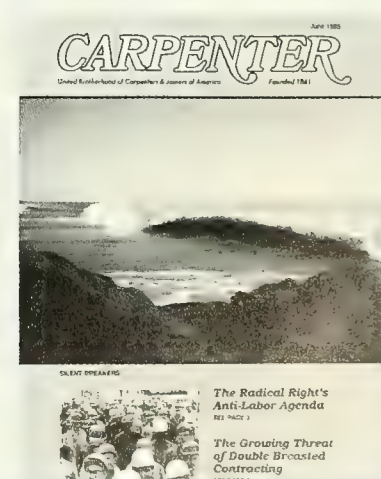
THE COVER

The silent beauty of these Atlantic breakers masks the treasures that lie beneath their surface. Deep in the ocean leagues are the mysteries and marvels of marine life and the bounty of pirates and shipwrecks resting below the reefs. In addition to the treasures in its depths, the ocean provides for us in many ways including transportation, recreation, and food. It can also provide the photography buffs among us with splendid opportunities.

The seascape on our cover was photographed by a 46-year old member of Local 257, New York, N.Y., Raymond McDermott. McDermott, a 28-year UBC carpenter, is a resident of Massapequa, Long Island. He entered this photo in a calendar contest sponsored by the Long Island Savings Bank and was one of 12 winners of \$100 gift certificates. The photo was featured in the Bank's 1985 calendar on the November page.

Contest rules required that the entrant be an amateur photographer who lived on Long Island, and that the entry be taken on Long Island. "Silent Breakers" was photographed at Jones Beach State Park in Nassau County.—*Photograph courtesy of the Long Island Savings Bank, Syosset, N.Y.*

NOTE: Readers who would like additional copies of this cover may obtain them by sending 50¢ in coin to cover mailing costs to the Editor, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



Printed in U.S.A.

They call themselves the New Right. They are ultra-conservative radicals who complain that Ronald Reagan is too liberal. Their specialty is below-the-belt politics. They are rich. They despise the Labor Movement and have no regard for the rights of workers. Not surprisingly, their goal is a world without unions.

Paul Weyrich is one of the gurus of the New Right, the collective name for the ultraconservative umbrella of organizations that have dramatically altered American politics during the past decade.

Weyrich heads the Committee For the Survival of a Free Congress, one of the most radical and aggressive of the New Right groups, and he leaves no doubt as to his ultimate goal and that of his comrades.

"We are different from traditional conservatives," Weyrich says. "We're no longer working to preserve the status quo. We are radicals working to overcome the power structure of this country."

Although the term "New Right" was first coined as far back as 1962, it was not until the mid-1970s that New Right politics as we know them began to evolve. Over the last decade, that evolution has been swift and effective. As a result, today there is little doubt as to the power and influence of the New Right and its negative brand of politics. And for American workers and the American labor movement, there should be no doubt as to the dangers associated with the New Right's radical blueprint for the future.

The New Right of 1985 is a slick, extremely well-financed political operation that has been a major force behind the anti-labor environment that has engulfed Washington since Ronald Reagan's arrival in 1981.

Any doubts about the depths of the New Right's political war chest were dispelled with the recent revelation that during the past two years, the National

Conservative Political Action Committee (NCPAC) spent a staggering \$18.8 million toward the re-election of Ronald Reagan and many of his ultraconservative allies in the House and Senate.

Couple that with expenditures of \$5.2 million by the Fund for a Conservative Majority during the same period, and the extent of the New Right's ability to buy its way into the Washington power structure becomes painfully apparent. Not

"We're lean, determined and hungry. We believe that we will prevail. New Right conservatives believe that we will govern America."

—Richard A. Viguerie,
Publisher
Conservative Digest

surprisingly, with expenditures of this magnitude, NCPAC can now truthfully boast of its position as the largest political action committee in existence, in terms of dollars.

That wasn't the case following the 1976 elections. The Democrats controlled the White House. Two-thirds of both houses of Congress were solidly in the Democrats' corner. The New Right and NCPAC were hardly household names. In retrospect, that time was the calm before the storm. And the storm came ashore with full fury in 1980.

Instead of the traditional method of supporting candidates based on their record or credentials, NCPAC decided to do just the opposite. It decided to target selected members of the House and Senate and try to defeat them because of their progressive voting records and long-time support of labor-backed programs.

The NCPAC strategy was simple—accentuate the negative. The results

were unfortunately successful. In 1980, NCPAC spent some \$3.2 million of its funds to engineer the defeat of such progressive incumbent Senators as John Culver (Iowa), Frank Church (Idaho), George McGovern (South Dakota), Birch Bayh (Indiana), and Gaylord Nelson (Wisconsin).

The success of NCPAC's politics by innuendo prompted NCPAC chairman Terry Dolan to boast "a group like ours can lie through its teeth and the candidate it helps stays clean." If 1980 was a zenith for NCPAC, it was also an equally low point in American political history.

Fortunately, there are some indicators that seem to suggest that NCPAC's negative style of campaigning is turning counterproductive in certain situations. For example, when NCPAC launched a \$400,000 advertising blitz against Maryland Senator Paul Sarbanes some 20 months before the 1982 election, Sarbanes suddenly attracted a groundswell of new support and contributions. And NCPAC's success rate in the House and Senate was decidedly lower in 1982 and 1984 than in its watershed year of 1980.

But there is now a belief among New Right leaders that, having made their mark on national politics, it is time to turn an equal amount of their energy and resources to state and local political races.

"Both Jimmy Carter and Walter Mondale started in the state legislature," NCPAC's Dolan notes. "If there had been a group like NCPAC in those days, we could have beaten them before they caused us any trouble."

Richard Viguerie, the

"A group like ours could lie through its teeth and the candidate it helps stays clean."

—Terry Dolan, Chairman
National Conservative
Political Action
Committee (NCPAC)

conservative direct-mail wizard who also publishes the *Conservative Digest*, believes that leading conservatives have determined that the state and local level "is the missing piece of the puzzle for us." Viguerie estimated that by 1986, the New Right will have tripled its state and local efforts compared to 1982.

Whether the brunt of the attack is at the local, state, or federal level, one characteristic of the New Right remains unchanged—the strong anti-union posture that is central to the goals of the New Right.

Organizations such as the National Right to Work Committee, Americans Against Union Control of Government, the American Legislative Exchange Council, the Heritage Foundation, the National Congressional Club (run by Senator Jesse Helms), and the Conservative Caucus are all intent on reducing union rights and the rights of millions of American workers.

For example, Americans Against Union Control of Government is a political action committee dedicated solely “to reward and encourage state legislators willing to stand up to union boss power.”

And the Heritage Foundation, which has enormous influence with the Reagan Administration, recently prepared a second-term blueprint that, not surprisingly, singles out the labor movement as a primary target.

Among the recommendations submitted for “continuing the conservative revolution” are proposals that would:

- Repeal all prevailing wage laws;
- Amend the Hobbs Act to subject union members accused of misconduct on the picket line to federal criminal charges;
- Weaken wage-hour law protections;
- Bring the National Labor Relations Board under closer political control.

Part of the Heritage Foundation report was written by Steven Antosh, executive director of the extremely anti-union Center on National Labor Policy, an organization that has solicited contributions in the name of combatting “ruthless union bosses.”


Ronald Reagan’s reign in Washington has only served to raise the hopes of the members of the New Right. Perhaps it is left to Richard Viguerie to appropriately sum up the goals and expectations of the New Right.

“We’re lean, determined, and hungry,” Viguerie contends. “We believe that we will prevail. New Right conservatives believe that we will govern America.”

It is that attitude, buoyed, and personified by Ronald Reagan, that presents the American labor movement with one its foremost challenges.

TOWARDS THE RADICAL RIGHT

The New Right’s political agenda is blatantly anti-union and its ultimate goal is control of the U.S. government



“We are different from traditional conservatives. We’re no longer working to preserve the status quo. We are radicals working to overcome the present power structure of the country.”

—Paul Weyrick, Executive Director
Committee for the
Survival of a Free
Congress

FAIRNESS and the BUDGET

By Representative William H. Gray, III

*2nd District, Pennsylvania
Chairman, House Budget Committee*



Hailing from Philadelphia, Gray is a columnist, professor, and ordained minister. He is also a member of the Appropriations Committee and ex officio member of the House Democratic Steering and Policy Committee.

In America today, we are all aware of the need to control the national deficit. The federal government is engulfed in an ocean of red ink. This administration will overspend itself by almost \$225 billion unless we do something about it—and soon.

This deficit is keeping interest rates high, and sidetracking our economy from the road to recovery. As long as interest rates remain high, building and construction in our nation will slow to a standstill.

Many Americans are unaware of what it costs to finance the national debt. We pay \$140 billion a year in interest payments alone. This is an obligation which must be met.

These interest payments do not build sewage plants. These interest payments do not educate children or provide school lunches. These interest payments do not repair bridges or improve harbors. It's just wasteful spending, resulting from our inability to balance the books.

What does this mean to the average American? Does this have an impact on you and me? Yes, it does. It affects every single one of us. Jobs in the building and construction trades will decline—valuable jobs lost, and more Americans out of work. This means less tax dollars, and an even higher deficit. Housing costs will remain high, and the American dream of "owning your own home" will become a dream of the past, as it already has for many Americans.

How can we control the deficit, and

control the future of our nation? How can we get the spending of our government into the black again? Obviously, cuts must be made. There *must* be cuts, and we *must* reduce the deficit. I think we all agree on this need. However, the real question is, where will these cuts be made? And who will bear the burden of the cuts that must be made?

I believe in fairness for all people. If there must be cuts, then these must be shared equally, *by all citizens*. I will not—I *cannot*—support a budget which unduly penalizes those Americans who are less fortunate.

When sacrifices are demanded, they must be demanded from *all* Americans—from corporate businessman to the elderly couple living on social security.

Some have proposed that we eliminate the COLA for Social Security and other retired people. But if we are asking these people to sacrifice, we cannot continue down the road of wasteful Pentagon spending. Certainly, we shouldn't have to pay \$700 for a toilet seat, \$1,500 for an ordinary hammer, or \$4,000 for a coffee-maker. We need a much more rigorous accounting of what is being spent in the name of national defense.

As I have looked through the proposals for the President's 1986 budget, I cannot call them fair. The President's budget proposal lacks common sense. Is it fair to cut back the rural housing program by a half a billion dollars, while raising the military construction and

family housing program by *twice* that amount? Is it fair to practically eliminate the housing program for the elderly and handicapped citizens of our nation? Is it fair to cut back the HUD subsidized housing program by \$6 billion?

I don't think so. Who is making the sacrifice? Who would bear the burden of this huge national deficit, which we should all share? It is the less fortunate Americans, who will find themselves out in the cold if these housing programs are cut.

And, if these programs are cut, and these housing and building projects are cancelled, what will that mean for those who work in the building and construction trades? They will surely be bearing a huge burden, as their jobs disappear. And as their jobs disappear, and we have more people out of work, our economy will stagnate.

Our priorities must be cost-effective. This administration proposes to cut over \$13 billion dollars out of major construction programs, including low income housing, rural housing, and housing for the elderly and handicapped. I'm not saying that some savings can't be found—but this kind of meat-ax approach will in the long run be less cost effective than what will be achieved in the short run.

As we strive to achieve a more balanced budget, many difficult decisions must be made. Many sacrifices will be required of the American people. Let us work to insure that these sacrifices are shared equally and fairly by all.



The legislative issues facing U.S. Building and Construction Tradesmen were clearly defined as the presidents of the 16 affiliated unions assembled on the platform, left, to kickoff the 1985 lobbying effort. Below, BCTD President Robert Georgine talks with Cong. William H. Gray III, chairman of the Budget Committee of the House of Representatives.



'Double-Breasting' Tops Agenda At Building Trades Conference

By Calvin G. Zon
PAI Staff Writer

A bill to end the growing problem of "double-breasted" operations in the construction industry headed the list of priorities at this year's building trades legislative conference.

Building and Construction Trades Department President Robert A. Georgine told the 3,000 conference delegates that double-breasting—the practice of a union firm setting up a separate non-union operation to avoid its collective bargaining obligations—"is costing our members thousands of jobs." He called it a "scam" by "greedy" employers "who seek to reduce wages and working conditions."

Nearly 20% of the nation's top 400 contractors now have double-breasted operations, according to the AFL-CIO B&CTD. Hundreds of smaller contractors have done likewise.

Rep. William Clay (D-Mo.) has introduced a labor-backed bill—The Construction Industry Security Act of 1985—to end double-breasting.

Georgine said this year's other two legislative priorities are preserving the tax-exempt status of such employee benefits as health insurance, and permitting construction workers to deduct from their taxable income the cost of traveling to distant job sites.

The building trades chief said, "If a

UBC Gen. Pres. Patrick J. Campbell called for support of the Building Trades campaign to raise \$7 million dollars to develop a cure for diabetes.



tax on benefits made it virtually impossible to negotiate for employer-paid insurance, who would provide the medical care our members need?" He called the proposal a thinly disguised, "backdoor" tax increase.

The federal deficit must be reduced, Georgine said, but not by "sticking a full load on the backs of working men and women." He said Congress should "increase taxes openly and directly as part of a courageous bipartisan approach that restores equity to the tax system."

"The people who don't like unions, never have liked unions and will do anything in their power to destroy organized labor. They are the very people who are going to use the deficit to justify whatever is needed to accomplish their goals, to do away with all the protec-

tions we have, like the Davis-Bacon prevailing wage standard," Georgine declared.

He said the huge deficit is a prime cause of "continued high interest rates that threaten to go even higher and inflict more harm on the construction industry." He said the economy is "a fragile egg which could crumble."

"Labor-management relations today," Georgine said, "are worse than the jungle that existed before the National Labor Relations Act was enacted. Worse because we've got our hands tied behind us. We're in handcuffs while the large corporations keep punching away at us like we were a heavy bag in a gymnasium."

Referring to federal labor law, Georgine noted that the past B&CTD convention adopted a resolution that said



"if we could not get the NLRA to be administered as Congress intended, then we should call for its repeal."

Building trades unions, said Georgine, must step up their efforts to organize as well as "organizing the organized into a more potent political force, into an aggressive lobbying arm" from state legislatures to Congress.

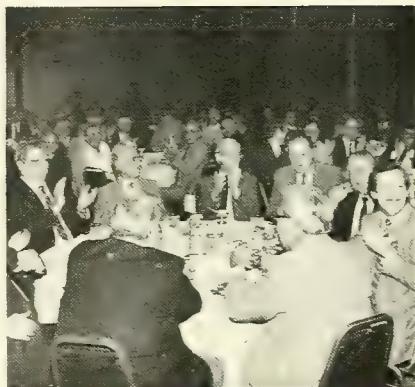
He added. "We must use the tremendous economic power of our pension funds to create new job opportunities."

AFL-CIO President Lane Kirkland told the delegates that President Reagan and his congressional allies "are using the deficit for all its worth as the overriding excuse for broken promises, for the completion of the demolition of constructive programs, and the final burial of the idea of democratic government as a vital resource in the development of a just and decent society."

"Republicans in Congress," Kirkland continued. "admit the President won't let them even think about restoring any of the tax obligations of the rich. Yet they have no compunctions about taking money away from the people whose Social Security benefits the President explicitly promised to protect."

"In the same way," he said, "the promise of no new taxes does not extend to the taxes that working people pay," referring to proposals to tax job-related health and life insurance, child care, legal aid as well as unemployment benefits and worker compensation.

Kirkland told applauding delegates, "This is an Administration that needs to be told by the courts and the Congress that the National Labor Relations Act, the Occupational Safety and Health Act, and the Fair Labor Standards Act



One of the largest contingents attending the 1985 Building Trades Legislative Conference was the delegates from the United Brotherhood, 410 strong. They assembled at a Washington hotel for lunch, at top of page, to hear a few words from General President Campbell, a call for lobbying action from General Treasurer Wayne Pierce, and to witness the swearing in of E. Jimmy Jones as a new GEB member. (See Page 8.) General President Emeritus William Sidell and members of the UBC General Executive Board, shown in the lower picture, were in attendance.

were adopted to protect the lives and jobs and earnings of working people, not to whitewash employers who violate them."

The federation chief said, "American craftsmen and production workers are the best in the world. But they can't beat foreign competition as long as their own government and their own employers are stacking the cards by exporting their jobs and importing all the things they used to make."

Other speakers at the three-day conference included Senators Bob Packwood (R-Ore.), Robert Dole (R-Kan.), Christopher Dodd (D-Conn.), and Alfonse D'Amato (R-N.Y.); Reps. William Gray (D-Pa.), Fortney Stark (D-Calif.), and William Clay (D-Mo); Transportation Secretary Elizabeth Dole; and Michigan Gov. James Blanchard.

77 Congressmen Say: Stop Double-Breasting

Support for the "Construction Industry Contract Security Act" (H.R. 281) is growing by leaps and bounds. Seventy-seven congressmen have now become co-sponsors of the bill.

This level of support is a direct result of building tradesmen contacting their legislators and urging them to speak out for workers' right.

Introduced by Rep. William L. Clay, (D-Mo.) H.R. 281 would stop unscrupulous contractors from engaging in the devious practice of double-breasting.

Carpenter takes special note of those congressmen who have become co-sponsors as of April 19. The are, by state: **Alabama:** Tom Bevil (D); **California:** Jim Bates (D), Howard Berman (D), Barbara Boxer (D), George E. Brown Jr. (D), Sala Burton (D), Tony Coelho (D), Ronald Dellums (D), Julian Dixon (D), Don Edwards (D), Augustus Hawkins (D), Matthew Martinez (D), Robert Matsui (D), George Miller (D), Esteban Torres (D).

Colorado: Pat Schroeder (D); **District of Columbia:** Walter Fauntroy (D); **Florida:** Dante Fascell (D), William Lehman (D), Claude Pepper (D); **Illinois:** Frank Annunzio (D), Cardiss Collins (D), Richard Durbin (D), Lane Evans (D), Kenneth Gray (D), Charles Hayes (D), William Lipinski (D), Gus Savage (D).

Indiana: Andrew Jacobs (D); **Kentucky:** Carroll Hubbard (D); **Maryland:** Steny Hoyer (D), Parren Mitchell (D); **Massachusetts:** Edward Boland (D), Nicholas Mavroules (D); **Michigan:** David Bonior (D), Bob Carr (D), John Conyers (D), George Crockett (D), Dale Kildee (D), William D. Ford (D), Dennis Hertel (D).

Minnesota: James Oberstar (D), Martin Sabo (D), Bruce Vento (D); **Mis-**

Continued on Page 30

The United Brotherhood's Position Regarding Double-Breasting In The Construction Industry

This is the United Brotherhood's position regarding H.R. 281: Construction Industry Contract Security Act," which has been introduced by Congressman William Clay (D-Mo.)

Objectives of the Bill

This Bill is designed to curtail the ability of employers to evade their union contract obligations through "double breasting."

It would also make pre-hire agreements binding in the construction industry.

How the Bill Would Accomplish These Goals

1. H. R. 281 would amend the definition of "Employer" under Section 2(2) of the NLRA to make it clear that any two or more firms performing the same type of work, in the same area, will be considered a "single employer" if they are related directly or indirectly through common ownership, management, or control. The Bill would also amend the NLRA definition of collective bargaining under Section 8(d) to make it clear that when two or more related firms constitute a "single employer," the Union contract signed by one of the firms must be applied to the other related firms in the same area. The result of these two changes in the NLRA would be to prevent employers from evading their contracts by setting up a nominally separate company with a separate bargaining unit.

2. H. R. 281 would amend Section 8(f) of the NLRA to provide that a lawful pre-hire agreement in the construction industry will be as binding as an agreement reached with a majority representative. At the same time, H. R. 281 would provide that an employer may not repudiate a Section 8(f) pre-hire contract with a union unless the Board certifies, after a secret ballot election, that a majority of employees have selected a different labor organization or have voted not to be represented by a labor organization. These amendments would rectify the current situation in which a construction firm can repudiate a pre-hire contract after taking advantage of its benefits; and instead of placing the burden on the union to prove its majority support, the Bill would make pre-hire contracts binding until a democratic election conclusively shows that the union has lost the support of a majority of employees.

The Reasons For This Bill

This legislation is needed to ensure the stability of collective bargaining in the construction industry. Congress has

previously recognized that the NLRA representation proceedings designed for industrial workplaces are not adequate to vindicate the rights of construction workers, and for that reason Congress passed special construction industry legislation in 1959, including Section 8(f). In practice however, the intent of these construction industry provisions has been frustrated by legal technicalities.

At present, because of NLRB doctrine and the rulings of federal courts, construction industry employers can use the labor laws to defeat their workers' rights to union representation and to escape their union contracts even after those contracts become legally binding. In particular, the NLRB's *Hidgon* doctrine holds that pre-hire construction contracts are voidable at the company's will, unless the union can prove that it has the support of a majority of the employees; and the NLRB requires proof of a majority on a jobsite-by-jobsite basis unless the union can establish that the employer has a stable workforce. Furthermore, even if a union overcomes these obstacles and manages to bind a signatory contractor to its agreement, the NLRB's *Peter Kiewit* doctrine gives companies a blueprint for escaping their contracts by simply setting up a non-union firm under a different name.

The provisions of H. R. 281, if enacted, would represent a major step toward restoring the collective bargaining and representation rights of construction workers. H. R. 281 will not be a burden to the fair contractor who deals in good faith and honors his commitments. What it will do is close certain loopholes in the NLRA and prevent the double-breasting devices which have disrupted labor relations in our industry. The UBC and its affiliates have waged a continuing fight against the double-breasting scam,—we urge strong support of the Clay legislation.





MAY 4TH "L-P BOYCOTT DAY" PRODUCES LARGE TURNOUT

Thousands of Brotherhood members across the country took part in L-P boycott activities on May 4th, the UBC's "L-P Boycott Day." The day marked the beginning of intensified boycott activities against L-P wood products and lumber dealers retailing these products.

Reports from participating locals and boycott coordinators indicate that approximately 600 retail lumber dealers selling L-P products were hand-billed on "Boycott Day," with strong consumer support noted. In many areas, including Minneapolis-St. Paul, Minn., dozens of stores stopped selling L-P products due to consumer boycott activity. The number of stores which have dropped L-P products as a result of strong boycott action is expected to climb to over 400 following the weekend's activities.

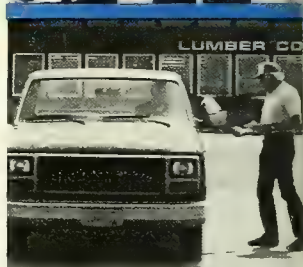
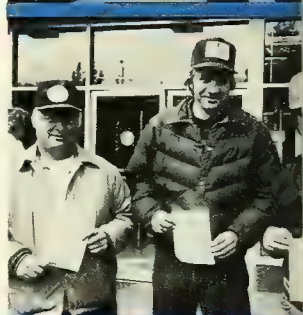
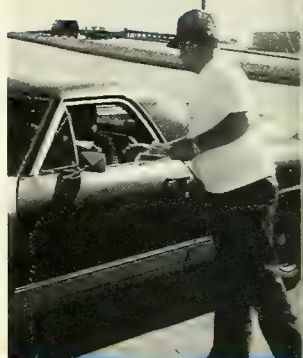
"It's great to see the tremendous support Brotherhood members are giving to their striking brothers and sisters by conducting boycott activities," stated UBC General President Patrick J. Campbell. "L-P thought its fight was only with 1,500 striking workers; it now realizes its fight is with the entire UBC

and that fight is taking a heavy toll on L-P," said Campbell.

As reported in the May issue of *Carpenter*, L-P earnings for the first quarter of 1985 were down 91%. This followed a 73% earnings drop in the fourth quarter of 1984. Recently released figures for the top 30 producers in the forest products industry show L-P earnings and sales in the first quarter were the largest decreases recorded in the industry.

"Those who have contributed their time to the boycott effort deserve much thanks. L-P has been forced to pay a heavy price for its union-busting tactics, but we must continue our aggressive boycott action," declared Campbell. "I hope each affiliate will adopt a local lumber dealer selling L-P products and continue regular boycott activity."

June 23rd will be the second anniversary of the L-P strike. The anniversary will be marked by handbilling at the New York and Pacific Stock Exchanges and increased boycott activities. Affiliates are urged to plan extensive boycott activities at local retail dealers on Saturday, June 21st.



L-P Strikers At Shareholders Meeting

One hundred striking L-P workers were joined by union members from Colorado on May 6th at L-P's annual meeting of shareholders in Grand Junction, Colo. The workers traveled by bus from the Pacific Northwest to confront L-P's management on its labor policies and other management practices. Also in Grand Junction for the meeting were representatives of two community groups from California and Colorado, who were there to raise concerns about L-P's pollution of the environment.

Prior to attending the annual meeting, those gathered met at a local union hall and heard from UBC General Treasurer Wayne Pierce and Colorado State AFL-CIO President Norm Pledger. Pierce reaffirmed the Brotherhood's continuing commitment to the L-P strikers and expressed a growing determination to win this fight. Pledger welcomed the group to Colorado and promised boycott support from the Colorado labor community as L-P expands into the state.

State Farm Proxies to Workers Committee

The L-P Workers for Justice Committee, composed of striking workers and shareholders, conducted a proxy solicitation of L-P shareholders, urging their support of shareholder issues. The Committee received proxies representing nearly 3.5 million shares, over 10% of the company's shares of common stock. Among those shareholders assigning their votes to the Committee was State Farm Automobile Insurance Company, the company's largest shareholder. Hundreds of UBC members and policy holders have written State Farm to express their concerns about the company's ownership position in L-P.

Shareholders Not Informed of Strike Costs

During the course of the presentation of the Committee's proposals, company chairman Harry A. Merlo and other



corporate officers were pressed about various aspects of the company's operations. The first issue that was addressed was the company's failure to report to shareholders on the financial impact of the strike. To date, L-P has failed to quantify for its shareholders the continuing costs incurred by the company due to the UBC boycott and corporate campaign. In the face of evidence presented by the Committee that unsold inventories of L-P waferboard are growing and production schedules at new mills are being cut back drastically, a series of L-P officers could only offer denials in response. These statements served to support the Committee's assertions that the boycott has had a heavy impact.

Merlo's Compensation Revealed

Minutes of the L-P Board of Directors meeting, which were obtained by L-P workers who own stock in the company, revealed that company Chairman and CEO, Harry A. Merlo, received a \$97,000 salary increase and \$200,000 cash bonus seven days after the strike began in 1983 due to the company's implementation of wage rollbacks. Merlo's annual salary now stands at \$450,000. Company officials could not justify the fact that corporate executives were receiving high salaries and bonuses while negotiators were demanding that workers accept wage cutbacks at the bargaining table. The chairman of the company's compensation committee refused to indicate whether Merlo's salary would be cut as the company's financial condition worsens. In addition to top sal-

aries, questioning revealed that the L-P executives are served by eleven company-owned planes and several helicopters.

L-P Attempts to Silence Community Groups

An environmental group from Northern California, Mendicino Greens, attempted to raise the issue of L-P's aerial spraying of Garlon-4, a toxic herbicide, in Northern California. The spraying has caused illness among those exposed to the chemical. The group, which has given its support to the L-P boycott, was not allowed to voice its concerns to the shareholders, as L-P ruled Mendicino Green's proposal to end the aerial spraying was out of order. The Western Colorado Congress, a community group from Colorado's Western Slope, which is disturbed by the formaldehyde and other emissions coming from L-P's new waferboard mill in Olathe, Colo., was also denied the opportunity to be heard.

A group of local high school students attending the annual meeting at L-P's request were sporting L-P boycott buttons after hearing the exchange between company officials and the striking L-P workers.

Picket Line Activity at L-P Facilities

When the meeting was adjourned, the L-P workers established picket lines at nearby L-P facilities. One group put up a line at the company's Pabco plant and greeted shareholders who were brought to the plant for a tour by L-P officials. A picket line was also placed at L-P's new waferboard mill at Olathe, Colo. The mill is presently working only one shift, down from three, as the market for the mill's waferboard product is crippled by the boycott. A third group of workers joined a local of the United Food and Commercial Workers International Union at a striking store in Grand Junction.



Striking L-P workers register at the door of the L-P annual stockholder's meeting, above and left, and, following the meeting, as United Food and Commercial Workers members in Grand Junction.

Washington Report



SENIORS TARGET CONGRESS

Thousands of senior citizens will descend on Congress June 11 to lobby against cuts in Social Security, Medicare and Medicaid.

The National Council of Senior Citizens said it expects its legislative conference set for June 10-12 to be "the biggest and most exciting in its history."

"The congressional fight over the Social Security COLA and the Medicare and Medicaid programs should be reaching the boiling point" when delegates arrive to lobby, NCSC said.

Unlike NCSC's biennial conventions, the annual legislative parley does not require election of delegates, NCSC said. Clubs can send as many delegates as they want.

WEAK G.N.P., STRONG IMPORTS

The nation's economy showed an unexpected and dramatic weakening during the first quarter of 1985, with the Gross National Product rising by only 1.3%.

Figures released by the Commerce Dept. revealed the smallest rate of growth for the economy since the recovery from recession began late in 1982. It was considerably below the 4.3% rate of the last quarter of 1984, and well below the 4% growth figure generally accepted as necessary to keep unemployment from increasing.

The Commerce Dept. report caught many by surprise and came in well below even its own "flash" estimate for the first quarter of 2.1% released in March. A double punch of increased imports, coupled with a drop in exports of American-made goods, was blamed for the sudden economic stall.

INVESTMENT HEAD NAMED

Mike Arnold, executive director of the AFL-CIO Human Resources Development Institute, has been appointed director of investor relations for the federation's Housing Investment Trust. He will be involved with the trust's expanded efforts to channel pension funds into housing and other job-creating activities. AFL-CIO President Lane Kirkland announced the appointment and assigned Michael McMillan, AFL-CIO field rep in Houston, to serve as acting director of HRDI.

ROSE GARDEN AGREEMENT

"The budget this year is following precisely the same route as last year," the Washington Post told its readers on April 7. "Once again Mr. Reagan has refused to send a serious budget to Congress. Once again there have been arduous negotiations eventually arriving at the triumphant announcement of a compromise between this Republican president and his own party. That's what happened in the famous Rose Garden agreement a year ago, and it happened again last week."

The compromise calls for a major increase in military spending, deep cuts in domestic programs, and, perhaps, cuts in Social Security benefits.

DEFICIT VERSUS SURPLUS

The federal deficit has grown since 1981 from \$59 billion to the current \$225 billion. The Congressional Budget Office believes that the combination of the 1981 tax cut, the growth of military spending, and rising interest costs were the principal causes of the deficit explosion. The Budget office contends that, if current budget and revenue policies continue unchanged, the deficit could grow to \$290 billion by 1990.

The Congressional Budget Office contends, further, that if fiscal policies had been left in place as they were before Reaganomics set in, there would be a \$68 billion surplus in 1990 instead of a big deficit.

HOUSING PREDICTIONS

Housing starts in 1985 should range from 1.7 to 1.8 million, according to a group of economists and other housing analysts attending the recent National Association of Home Builders' semi-annual residential construction forecast conference.

However, the picture isn't quite so bright for 1986. The speakers generally agreed that starts next year will fall into the 1.5 to 1.6 million range as the economic recovery winds down.

The speakers' forecasts were also somewhat more optimistic than NAHB's own predictions which call for 1.63 million starts this year and 1.52 million in 1986.

One speaker predicted that real estate values might decline as much as 20% if a major tax reform package is enacted by Congress this year.

ONE FOR THE GIPPER

A veteran Republican Congressman, Rep. Silvio Conte (Mass.), has noted President Reagan's willingness to send troops and launch hostilities in places like Grenada, Nicaragua, and the Middle East. Conte—maybe with a bit of tongue-in-the-cheek—has found a real challenge for the President. He has asked Reagan to help in a war against cockroaches in the halls of Congress. He let Reagan know that the campaign is needed to eradicate "one trillion strong roaches," and it would provide a great opportunity for the President to "squash one for the Gipper."

Jimmy Jones Named to Executive Board, Replacing Harold Lewis in 4th District

Jimmy Jones, 65, a United Brotherhood organizer for more than two decades and a member of the UBC since 1946, has been named to the General Executive Board from the 4th District, replacing Harold Lewis, who retired in April.

General President Patrick J. Campbell announced the appointment at a Brotherhood luncheon in Washington, D.C., April 16, attended by delegates to the 1985 legislative conference of the AFL-CIO Building and Construction Trades. Jones took the oath of office at the speakers rostrum during the luncheon.

Jones has been a member of Local 993, Miami, Fla., since he joined the Brotherhood. He initially served as a delegate to the South Florida District Council, then as assistant business representative and later business representative of that council. He worked as an organizer in Florida, and was in

charge of the work of four other organizers, under the general supervision of the Southern director of organizing in Atlanta, Ga.

In 1961 he was appointed as a general organizer by General President M.A. Hutcheson, and in the early 1960s he was assigned to work in a special organizing program of the AFL-CIO Building and Construction Trades in Baltimore, Md. For a time he worked in industrial and construction organizing in Mississippi and Louisiana, participating in a special drive in Jackson, Miss., which brought in 1,800 members.

When General President Campbell, who then served as an assistant to General President Hutchison, was appointed First District Board Member, Jones was brought to the General Office to work on jurisdictional matters. He returned to the South Florida area in 1979 as a general representative, and he has been based in North Miami since



Jimmy Jones, left, is sworn in by General President Campbell at a UBC luncheon in Washington.

that time. Jim Davis of New London, Conn., succeeded Jones on the jurisdictional "hot line."

Jones has served as president of the Florida State Council of Carpenters and as president of the Florida Business Managers Conference.

Missing Children

If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



NICOLE LYNN BRYNER, 5, brown hair, brown eyes, missing since March 11, 1982, from a Pittsburgh supermarket. Her mother was grocery shopping with Nicole sitting in a shopping cart. She looked away for a moment and the child was taken.



WILFREDO TORRES, 11, brown hair, brown eyes, missing since March 9, 1983. The child disappeared from a party in an apartment building to go buy candy with a man named "Jose," known by police.



KEVIN COLLINS, 10, brown hair, grey-green eyes, missing since February 10, 1984. Kevin was seen at 7:55 p.m. after basketball practice waiting for a bus at Oak and Masonic Streets, San Francisco. There is a \$100,000 reward for his return.



VINYETTE TEAGUE, 3, black hair, brown eyes, missing since June 25, 1983. Vinyette is short, of average weight, and missing from the Chicago area.

Editor's Note: Christy Lynn Meeks, pictured in our May issue, is now reported deceased by the National Center.

Ottawa Report



SETTLEMENTS AT NEW LOW

The slowing economy won't be getting a boost from organized workers this year, simply because they don't have the money to increase real spending.

The average "effective" raise under new agreements in the third quarter of 1984 dipped to a new low of 3.1%—over the life of agreements—almost a full percentage point less than the rate of inflation. The average increase in "base" rates will apply to close to 284,000 workers covered by 150 major contracts settled during the July-September period.

Fifty settlements covering 75,000 workers, mainly in Alberta and British Columbia, called for a wage freeze in the first year of the contracts.

Only 7% of workers with new contracts are covered by COLA protection as the shift away from the inclusion of such clauses in contracts continued during the quarter.

The majority of workers, 166,000 or 59%, accepted new two-year contracts with an effective increase in base rates of 2.7% per year.

New one-year contracts—all without COLA clauses—provide for a raise of 3.7% for 77,000 employees (27 per cent). Those with three-year contracts, 41,000 or 14 per cent of the total, will get an effective raise of 3.6% each year.

CONSTRUCTION RECOVERY

The construction industry continues to trudge along the road to recovery, but it may be another three to four years before the journey is complete, says the Canadian Construction Association.

And reflecting the new free-enterprise mood of the country, the industry now is counting on the private sector rather than government to provide nourishment along the way.

"We're coming back but we think it's going to be a relatively long recovery and hopefully the industry will reach its previous levels of activity that were recorded in 1981 somewhere around 1988 or 1989," Bill Nevins, the association's chief economist, said in a recent interview.

"The most encouraging aspect to the outlook is the expected improvement in business non-residential construction," the association said in a news release late last year. "Not only does it have to be the leading edge to growth prospects for the construction industry, but also the leading edge for growth prospects for the total economy."

EXPORTS LED '84 GROWTH

A strong recovery in exports during the third quarter of 1984 helped push total production of real gross national product (GNP) up by 1.9%—the biggest gain in a year.

But, all is not good. Less than one-third of the increase in total output was accounted for by domestic spending which advanced by a small 0.6% over the quarter.

Total consumer buying, normally the engine of the economy which accounts for 60% of GNP, remained virtually unchanged. Consumers, faced with a continuing decline in real earnings, had to make careful spending choices. Their collective choice in the third quarter was to increase spending on services and non-durable goods (up 0.8%) and to cut back on purchases of durables (-1.2%) and semi-durables (-0.4%).

Business investment in plant and equipment, which remained weak in the first half of the year, grew by a modest 1.9% in the July-September quarter. The real level of business investment was still almost 20% lower than the peak reached during the second quarter of 1981.

Real investment in housing was up by 1.0% as new units started increased to 145,000 (at annual rates); however, by November that situation reversed as total starts plunged to only 119,000 units—the smallest number of starts in more than two years.

Exports rebounded during the third quarter as the volume of goods sold abroad jumped 8.6%. Strong sales were reported for autos and parts, wheat, coal, lumber, wood pulp and television and telecommunication equipment.

WORK FORCE WITHDRAWALS

The official unemployment rate for Canada dropped by one-half a point to 10.8% in December—the lowest rate since May 1982. More than half of that improvement was the result of a shrinking work force over the month, not strong job creation.

While 33,000 jobs were created in December—which by itself would have only lowered unemployment to 11.1%—an additional 35,000 workers, unable to find jobs, withdrew from the work force.

Increases in employment were concentrated in Quebec (17,000) and Ontario (23,000) while British Columbia reported a 9,000 decrease. There was little change elsewhere in Canada.

LOWEST PRICE RISE SINCE 1971

The rise in the Canadian consumer price index slowed to an average of 4.4% for 1984 as a whole, which was the smallest annual increase since 1971. Increases in all major components were lower than in 1983 except food prices, which accelerated from 3.7% to 5.6%.

In December, overall prices edged up 0.1%, putting the all-items index at 124.1 (1981 = 100), a level 3.8% above December 1983. Food prices remained unchanged for the third consecutive month and increases in housing (0.2%) and transportation (0.6%) costs in December were almost completely offset by lower prices for clothing (-0.6%) and recreational items (-0.6%).

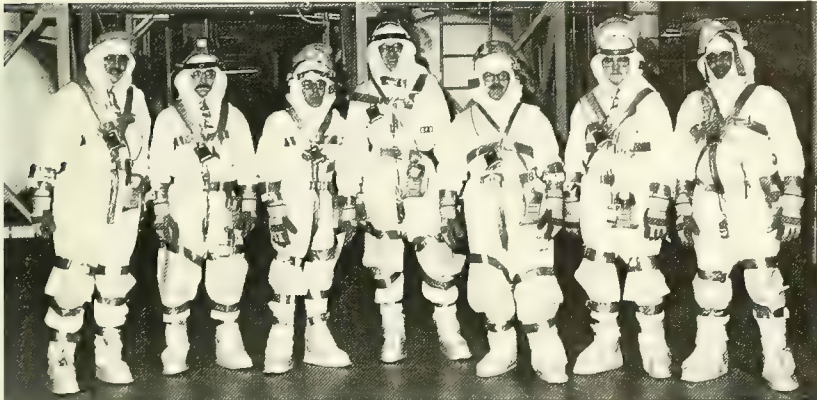
LOCAL UNION NEWS

National Home Pact



UBC Members have signed a contract with a new National Homes Facility. The team responsible for negotiating the pact in Effingham, Ill., is shown above. From left, Dean Beck, general organizer; John Sutton; Kenneth Hirtzel, Local 347 business representative; Larry D. Butler. Back row, from left, Dana Starwall and Franklin D. Lankford.

First Non-Respirator Entry, Three Mile Island



Entry Number 556, recently undertaken, was an important first at Three Mile Island Nuclear Plant, near Middletown, Pa. Six members of Millwrights Local 287, Harrisburg, Pa., made their first working entry into the reactor building of TMI unit No. 2 without their respirators. The millwrights were the first craft to make an entry of this type since the TMI disaster six years ago.

The members installed fuel transfer system upenders. Pictured above, they are, from left, John Stumer, Richard Sponsler, Fred Donton, Edgar Freed, Raymond Smith, Alfred Segraves, and Darryl Hodge.

Grass Roots in Macon

Waylon Morton, Macon, Ga., Local 144 business rep. and president of the Macon Central Labor Council, was on hand recently when the Macon Central Labor Council met with Chairperson Lynn Milner of the Bibb County Democratic Party to discuss a new grass roots system. The system is designed to bring Democrats closer together by opening up an information system and having a full-time Democratic Headquarters with at least one full-time employee.

3,000 Trade Unionists Protest Connecticut Wage Action

Building and construction tradesmen numbering close to 3,000 crowded around the state capitol in Connecticut last March to protest a proposal to increase limits on the state's prevailing wage law. A newly-elected majority of conservative Republicans proposed legislation to exempt new building construction under \$500,000 from prevailing wages. The current limit is \$50,000.

Chartered buses brought tradesmen from New Haven and New London to join the Hartford area tradesmen. Many jobs were closed voluntarily with the contractors' approval.

At last report, the legislative committee had reduced the proposed wage levels to \$200,000 for new construction and \$50,000 for renovation work.

Midwest Council Wins At Wisconsin Plant

A representation election was held April 17 among the employees of Cranberry Products, Inc., Eagle River, Wis., and the UBC's Midwest Industrial Council won by a vote of 26 out of 43 eligible voters.

Cranberry Products processes cranberries and other fruit. The bargaining unit consists of full-time and regular part-time production and maintenance employees.

Robert Warosh, Midwest executive secretary-treasurer, reports that contract negotiations are about to begin.



At top: members of Local 24 who turned out for the event, coordinated for the UBC by Connecticut State Council Legislative Committee members Joseph Coombs, Local 43, Hartford, Conn., David Saldibar, Frances Rinaldi, and Tony Limosani, Local 24 Central Conn.

Remodeled Union Hall and Ladies Auxiliary in Denison

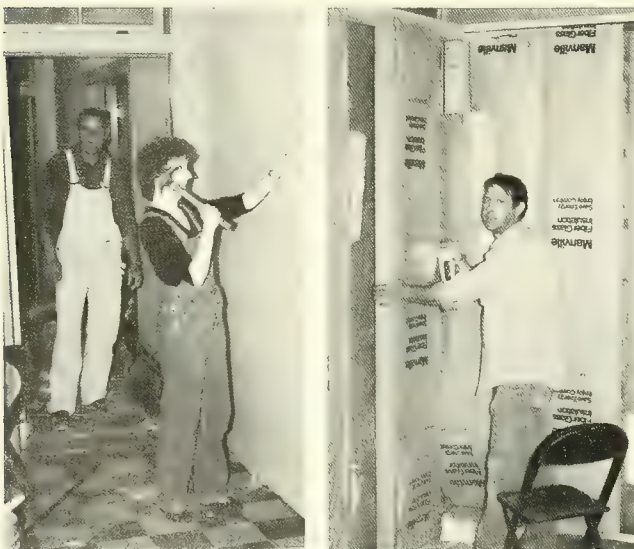
A new ladies auxiliary, No. 889, sponsored by Local 304, Denison, Tex., has joined the ranks of the Brotherhood's auxiliaries. On hand for the installation, conducted by Local 304 President Jerry Englutt, were members of Dallas Auxiliary 3, Virginia Kenjon and Eulahah Hosey.

The local auxiliary, as all UBC local auxiliaries, was charted for the following purpose: "To instill in relatives of union members the principles and aims of trade unionism and of the United Brotherhood; to assist wives, husbands, mothers, fathers, daughters, sons, sisters, and brothers in promoting by appropriate means the economic, social and political objectives of local unions and councils of the United Brotherhood; to promote the patronage of union labels and services; to create closer association and more fraternal feelings between families of the United Brotherhood."

One of the first activities of the new auxiliary was to assist with the remodeling of the Local 304 union hall.



Proud members of Ladies Auxiliary 889 are, from left: Carrol Shaw, Vice President Jo Nell Fulencheck, Secretary Jo Nell Helm, President Jerry Englutt, Mrs. Gary Reese, Ms. Curtis Clement, Karel Price, and Trustees Gladys Helm, Patsy Clement and Adel Backest.



Turning out to give the union hall a face lift are Local 304 volunteers. Above left, Charles Fulencheck loafs while Ladies Auxiliary 889 Member Financial Secretary and Treasurer Karel Price pounds away. Jerry Hopper, above right, installs insulation.

O'Brien and Son Parade



The Holy Family School, North Miami, Fla., sure knew what they were doing when they recruited UBC member P. Tracey O'Brien and his son Shawn to build their St. Patrick's Day Parade float. Local 993's lucky Irishman and his son constructed this 16-foot-tall leprechaun which took a first prize in the parade. Shawn sat inside the float and operated the movable arms and head for all those wearing the green along the parade route.

Montana Members Fight Right-To-Work Laws

"Right-to-Work" is a deliberately deceptive name for a law designed to lower wages by destroying a union's ability to organize and bargain collectively for the well-being of its members. These laws simply outlaw union security provisions in agreements with employers.

The recent passage of "Right-to-Work" legislation in Idaho over the governor's veto leaves the state of Montana as the sole union-shop survivor in this five state region. The surrounding states of Wyoming and North and South Dakota have now been joined by Idaho in enacting this anti-worker law.

Montana unions have battled against attempts to pass a "Right-to-Work" law since the 1950s. Proponents of this legislation established a formal presence in the state in 1977 with the formation of the "Montana Citizens for Right to Work Committee." This organization was formed by two prominent former republican legislators.

Although there has been considerable attention focused on this issue by republicans and conservative groups, the Montana labor movement has been able to stop the enactment of this anti-worker law in any form. In fact, the only attempt to pass such legislation spear-headed by a republican legislator, was soundly defeated.

Passage of the "Right-to-Work" law in Idaho has increased the pressure on conservative groups to launch an attack in Montana. Just after the successful Idaho vote, the Montana state AFL-CIO received an unsigned message on the "Idaho Freedom Work Committee" letterhead which simply said: "See you soon!"

"Montana workers know that the passage of this law will not create jobs, will not protect existing jobs, nor will it convey any new rights on workers or management," says Joe Stetka, president of Local 3038, Missoula, Mont. "It would not help attract socially-responsible, good wage industries to the state. Those states that have "Right-to-Work" laws experience lower wages, fewer benefits and less safe working conditions. The education of Montana trade unionists about the true effects of this anti-worker legislation will continue to ensure its defeat in this state."

As initiated in our December, 1984, issue, Carpenter will publish from time to time articles for our French Canadian readers in English and French versions. Below is a bilingual report.

Division entre Travailleurs, Perte d'Avantages

Toujours la même situation pour les gens de la construction au Québec, à cause de la faiblesse de représentativité causée par la division des membres entre 5 associations syndicales. Les travailleurs de la construction pour une deuxième fois se voient pénalisés dans leur fonds de pension.

La première fois le project CORVÉE HABITATION, où l'on a puisé dans le fonds de pension 12½ cents de l'heure travaillée. Et aujourd'hui pour boucher le trou déficitaire de \$7 millions dans le régime d'assurance des travailleurs de la Construction, on prend 8½ cents de l'heure dans le régime de retraite, pour combler le déficit. Cette solution est à court terme pour 6 ans, jusqu'à 1991. Présentement le travailleur de la construction reçoit \$170.00 mais à partir de 1991 le fonds de pension subira une baisse de \$24.00, ce qui veut dire que le travailleur recevra seulement \$146.00. (QUEL FOND DE RETRAITE).

Si l'on regarde les minutes de la réunion du comité mixte du 22 janvier 1985 où le Conseil Provincial du Québec des Métiers de la Construction Internationale faisait la recommandation que le Gouvernement légifère afin de permettre à Corvée Habitation de régler le déficit accumulé, deux centrales syndicales, la F.T.Q. et la C.S.N., votaient contre. Ce qui a amené le Comité Mixte à adopter une formule temporaire en diminuant votre régime de retraite.

"Lorsque je vous parle de division entre les travailleurs," dit le Gérant d'Affaires, "ce sont les dirigeants de ces associations

Continued on Page 16

Quebec Workers' Pensions Penalized

Construction workers of Quebec are still in the same situation because of weak representation caused by a division of members into five trade unions. For the second time, construction workers are penalized in their pension fund.

The first occurred in the "CORVÉE HABITATION" Project, when 12.5 cents per working hour was taken from the pension fund. Again, today, 8.5 cents an hour was taken out to make up for the \$7 million deficit in the workers' insurance fund. Such a solution is short-term, since it is for six years up to 1991. At the present time, construction workers receive \$170, but, beginning in 1991, the pension fund will be lowered by \$24, which means that they will only receive \$146.

The minutes of the joint committee of January 22, 1985, indicate that the Provincial Council of International Construction Trades of Quebec had recommended that the government permit the "Corvée Habitation" to settle the accumulated deficit. Two trade unions, the F.T.Q. and the C.S.N., voted against, which caused the joint committee to adopt a temporary solution diminishing retirement funds.

"When I speak of a division among workers, I mean that certain union leaders, by playing politics, have caused workers to lose out on wages and benefits," says the local business manager. At the 1984 negotiations on salaries and benefits, no compromise could be reached, and a decree was imposed for two years, with only a 4.5% increase beginning May 1, 1985.

Nova Scotia Success



Local 1588, Sydney, N.S., presented special recognition certificates to their volunteer organizers for assistance in a successful certification of Nova Construction Co. In addition to achieving certification, the local union negotiated thousands of dollars in backtime for its members on the Canadian National Terminal Expansion in North Sydney. Pictured are, from left, Jim Tobin, task force representative; Volunteer Organizers Wally Boutilier and Ed Ross; and Lawrence Shebib, business representative.

BEAMER AND LEATHROP—Judgment has finally been rendered after an eight year wait. The claim covered the period between November 28, 1976, and February 26, 1977. A judgment for \$92,520.34 had been obtained to pay for vacations and social benefits. By request of Local 2182, the Construction Office of the Province of Quebec sent the local union a letter dated November 27, 1984 which can be summarized as follows: "This company not being bankrupt, the workers concerned in this claim are not covered by the special compensation fund. No other procedure can be undertaken in this matter; we consider it closed for any practical purposes. This is to say that it seems most unlikely that the workers concerned will receive any money whatsoever in this matter because Beamer and Leathrop Company

Continued on Page 16

Union Contractor In Nova Scotia Works Canal Project



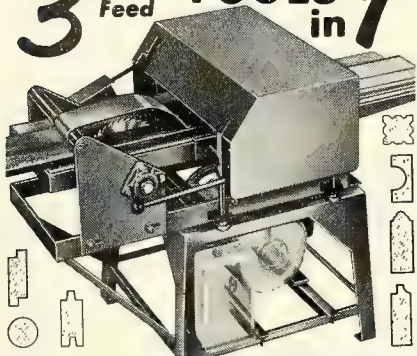
The St. Peter's Canal Project in Sydney, Nova Scotia, provided some much-needed employment for 10 UBC members of Local 1588, Sydney, for eight months. The project consisted of about 300 feet of crib work, and cement work as well. The bidding for the project included nine non-union contractors, but Zutphen



Brothers Construction, a union employer, was the successful bidder at 2.4 million Canadian dollars (about \$1.56 million U.S.). Super for the project was Local 1588 member William Naugler, and above right are 1588 members John Latimer and Jim Matthews.

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French Canadian Reports, continued

Membres du Quebec

Continued from Page 15

qui en jouant «politique» font perdre aux travailleurs salaires et avantages. Comme la négociation de 1984, où salaires et avantages étaient négociés et par un refus d'entente, un décret nous a été imposé pour deux ans, avec seulement 4½% d'augmentation à partir du 1er mai 1985 et rien d'autre."

BEAMER & LEATHROP—Le jugement a été enfin rendu après 8 années d'attente. Cette réclamation couvrait la période entre le 28 novembre 1976 et le 26 février 1977 et un jugement pour un montant de \$92,520.34 avait été obtenu pour défrayer les vacances et avantages sociaux. Sur demande du local 2182, l'Office de la Construction du Québec nous a fait parvenir une lettre en date du 27 novembre 1984 qui se résume comme suite: "Cette compagnie n'ayant pas fait faillite, les salariés impliqués dans cette réclamation ne sont pas couverts par le Fonds Spécial d'Indemnisation. Aucune autre procédure ne pouvant être entreprise dans ce dossier, nous considérons à toutes fins pratiques ce dossier fermé. C'est donc dire qu'il semble plus qu'improbable que les salariés impliqués reçoivent quelque argent que ce soit dans cette affaire puisque la compagnie Beamer and Leathrop (Québec) Ltée qui avait sa place d'affaires en banlieue de Toronto est selon les informations que nous possédons inopérante et n'aurait plus de place d'affaires." Signé par M. Jean Bédard, Directeur Général Adjoint, Division Opérations, Le local 2182 pour sa part, essaie de trouver une solution, pour tous les salariés impliqués dans ce dossier.

REGLEMENT NO 3 PROPOSE POUR AMENDMENT—Pour une seconde fois le Ministère du Travail propose un projet de loi qui n'est pas acceptable pour certains métiers de la construction. La première fois le 13 juillet 1983, comme vous le savez le projet donnait la totalité de la juridiction du métier de millwright aux électriciens et était appuyé par les millwrights F.T.Q. Ce projet a été abandonné suite aux manifestations qui ont été faites.

Cette fois le 6 mars 1985 et modifié le 27 mars 1985, on peut lire sur la Gazette Officielle un projet de loi qui prête à toutes sortes d'interprétations. Tel que lu sur la Gazette Officielle, certains métiers avaient l'exclusivité et un droit acquis de leur *manutention* pour fin d'installation immédiate. Ce projet donne cette *manutention* exclusive à d'autres métiers et fait en sorte que la manutention pour fin d'entreposage ou autre, soit faite par certains métiers ou journaliers, qui régulièrement essayent de faire les tâches qui ne leur appartiennent pas.

Suite à ce projet de loi, le local 2182 a justifié son opposition et a demandé au Ministère du Travail de se faire entendre lors des auditions.

REMINDER

L-P-X, L-P Forester, and Weather-Seal products (which are produced by UBC members) are not included in the consumer boycott of L-P products.

Quebec Members

Continued from Page 15

Ltd. (Quebec), which had its place of business in suburban Toronto is, according to our information, no longer in operation." Signed by Mr. Jean Bédard, Division of Operations. Local 2182, as far as it is concerned, is looking for a solution for all the workers concerned in this matter.

PROPOSED AMMENDMENT OF REGULATION #3—For the second time, the Ministry of Labor has presented a bill which is not acceptable to certain branches of construction. The first time, July 13, 1983, a bill had given all the jurisdiction of millwrights to electrical workers. This was supported by millwrights F.T.Q. and later set aside due to protests.

The *Gazette Officielle*, on March 6, 1985 and amended on March 27, 1985, contained a proposed bill that could be interpreted in different ways. According to the *Gazette Officielle*, certain trades had exclusivity and an established right of operation in view of immediate installation. This bill gives exclusive handling to other trades, and provides that the handling, whether for storing or for other purposes, can be done by trades or by daily-hires who usually try to perform tasks that do not belong to them. Local 2182 submitted its opposition to this proposal and asked the Ministry of Labor to be heard.

—Translated by Myrian Sanfuentes

Jobless Aid In Canada Costly?

Unemployment insurance costs employers too much, and Ottawa is looking at ways to make it cheaper to hire people, Finance Minister Michael Wilson said recently.

Wilson said the federal government wants to reduce inefficiencies in the unemployment insurance system and make costs to employers, especially small businesses, more equitable.

"Clearly, we can ill afford to risk choking off the most promising source of new jobs in our economy today and tomorrow," he told 700 people at the Canadian Club.

The finance minister challenged business to do more for the economy—and warned interest groups to expect less from government.

Some business officials, he said, don't seem to have realized they are just as responsible as government for getting the economy moving. The government is building an economy "in which Canadians not only should expect less of government, but more of the private sector."

Mr. Wilson also complained that the strength of interest groups—he refused to specify which ones to reporters later—has been hampering reform of government spending and will likely continue to do so. He said the groups will have to learn to live with budget cuts, once the government has decided how to distribute the reductions equitably.

FORMALDEHYDE GLUES: *More than Irritating*

And glues aren't the only menace. From cosmetics to detergents, paints to paper, fungicides to fuel, manufacturing uses for formaldehyde are all too plentiful . . .

The routine of working a glue line at a plywood or furniture plant can seem tiring and irritating at times. That irritation, though, could be because the glue fumes contain formaldehyde.

Formaldehyde is one of the most commonly used chemicals in American industry. However, it has become a controversial chemical over the past five years due to increasing concern about its health effects. Approximately one-half of the U.S. production of formaldehyde is used to make urea- or phenol-formaldehyde resins and one-third of all formaldehyde used in the U.S. is used in the wood products industry.

Formaldehyde is used in glues for plywood, furniture, doors, sports equipment, and general assembly work.

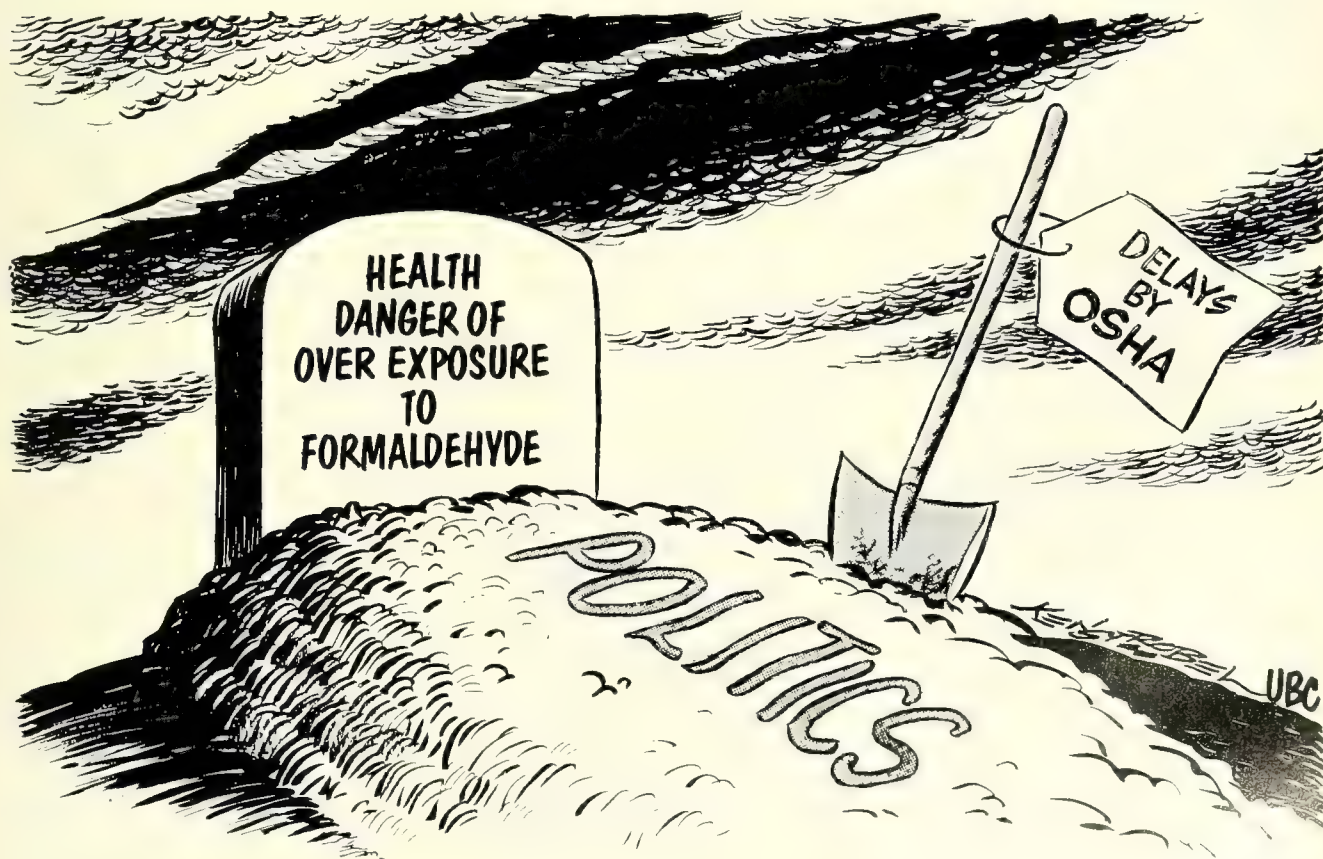
It is generally combined with either urea, phenol, or melamine. Urea-formaldehyde foam is a popular insulation material. When furfuryl alcohol is added, it may be used to make particle board. Bakelite is a combination of phenol and formaldehyde used in furniture making. Formaldehyde is commonly used in 17 industries and is a raw material of 68 others. Products containing formaldehyde, such as glue, come in powder or liquid forms, or can be a dry coating. It is spread on with brushes or rollers, with glue-spreading machines, or can be sprayed. The urea-formaldehyde insulation is blown into wall spaces.

Formaldehyde exposure is very common in plants with UBC agreements, particularly in the manufacturing of plywood, chipboard, waferboard, and par-

ticle board or in mobile home manufacturing where workers are handling urea-formaldehyde foam insulation.

EFFECTS—Formaldehyde is a well-known irritant causing eye, nose, and throat irritation at very low levels (down to 1/30 the OSHA limit). Higher exposures (2-4 times the OSHA limit) can cause coughing, tightening of the chest, headache, and heart problems. Exposures 10 to 20 times the OSHA limit can cause death from pneumonia-like lung disease. It also causes severe skin rashes and may sensitize an individual creating allergic skin or lung reactions. Once a person becomes "sensitive" to formaldehyde, that person will break out in a severe skin rash or have an

Continued on Page 18



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Continued from Page 17

asthma attack when they next are exposed to it, even at very low levels. It has been estimated that only 4-8% of workers will become sensitized to formaldehyde, but this percentage will be higher if exposures are very high. Most recently it has been shown that it can cause nasal cancer in rats. Formaldehyde may cause cancer in humans as well. If present with hydrogen chloride, the two chemicals can combine to form bis-chloro-methyl-ether, a powerful human carcinogen, causing lung cancer. For these reasons, exposures to formaldehyde should be kept at the minimum level possible.

STANDARDS—The current OSHA permissible exposure limit for formaldehyde is 3 ppm (parts of formaldehyde per million parts of air); there is a ceiling

limit to 5 ppm that should never be exceeded. Concentrations measured by NIOSH in the plywood industry were from 1 to 2.5 ppm.

In October 1981, 14 unions, including the Carpenters, petitioned OSHA to lower the exposure limit to 1 ppm. After 3½ years of deliberations, debate, and lawsuits, OSHA finally published an advance notice April 17, 1985, that they plan to lower the exposure limit because they decided the current standard is "inadequate."

CONTROL—Skin contact with formaldehyde should be prevented. Where there is a possibility of splashing, eye protection is needed to prevent eye irritation or burns.

Most operations involving solutions or powders containing formaldehyde resins should have process enclosures, or good ventilation systems to keep the levels of formaldehyde as low as possible. Employees can also be isolated in a control booth or the job can be more automated to cut down on exposure.

As a last resort, personal protective equipment such as respirators can be used to reduce exposure, but there are many problems with relying solely on respirators to provide effective protection. They should only be used while controls are being installed, where ventilation has been shown to be ineffective, for maintenance, in closed entry situations, or in emergencies.

FORMALDEHYDE IN PARTICLE BOARD—One possible way to control formaldehyde exposures is to substitute a different type of glue or cut down on the glue's formaldehyde content.

Some employers have switched to isocyanate glues in recent years, but these glues stick to metal as well as wood and cost more. In addition, they pose health problems of their own.

Many manufacturers have lowered the formaldehyde content of their glues. Others have switched to phenol-formaldehyde resins which are supposed to produce less emissions.

During the pressing process, most of the glue's formaldehyde is chemically bonded with urea to form a stable, cured glue. When the press opens, the formaldehyde, which is not cured during the pressing process, partly evaporates. (Some of the formaldehyde gets absorbed by the cellulose in the board, and part of it rests as free formaldehyde in the board.) Manufacturers are trying to find ways to "lock up" this free formaldehyde.

An earlier version of this article is available as a short pamphlet entitled "Formaldehyde" from the UBC Department of Occupational Safety and Health, 101 Constitution Avenue, N.W., Washington, D.C. 20001.

OSHA Stalls on Formaldehyde Rule

The Occupational Safety and Health Administration's announcement that it will begin rulemaking on a new permanent formaldehyde standard was labeled as another stall tactic by unions.

Dr. Frank Mirer, Auto Workers health and safety director, said, "OSHA has invented a new way to delay. This is the third attempt to sidestep action by calling for new information gathering."

OSHA has twice refused in the past four years to issue a temporary emergency standard to lower worker exposure to formaldehyde, a widely used chemical suspected of causing cancer to which some 1.3 million workers are exposed.

After the agency refused petitions by the UAW and 14 other unions, the unions sued OSHA in the U.S. District Court for the District of Columbia. The court ordered the agency to decide by April 15 whether to proceed with rulemaking on a new permanent standard.

OSHA has called for public comment and information on the extent of workplace exposure to formaldehyde and on exposure limits, controls, and costs, beginning a rulemaking process that could take several more years to a final rule. OSHA's current rule, adopted in 1971 before formaldehyde was linked to cancer in laboratory rats, is three parts per million parts of air (3ppm), averaged over an eight-hour day.

According to OSHA risk assessments released during the court hearings, as many as 10 out of every 1,000 workers exposed to formaldehyde at the 3 ppm limit may die of formaldehyde-related cancer.

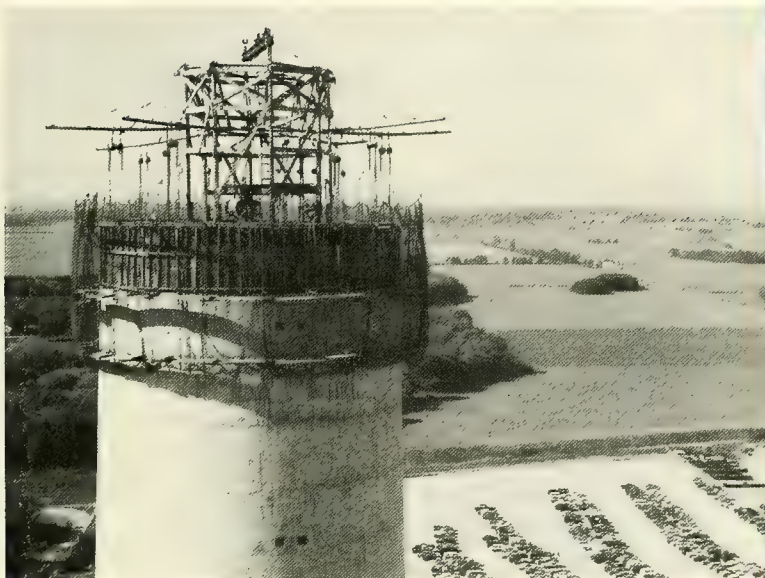
Joseph L. Durst, the UBC's health and safety director, noted that the National Institute for Occupational Safety and Health advised OSHA to lower the exposure limit to 1 ppm in 1976, before the chemical was linked to cancer, to reduce skin and respiratory irritative effects of the chemical.

Effects of Other Chemical Exposures

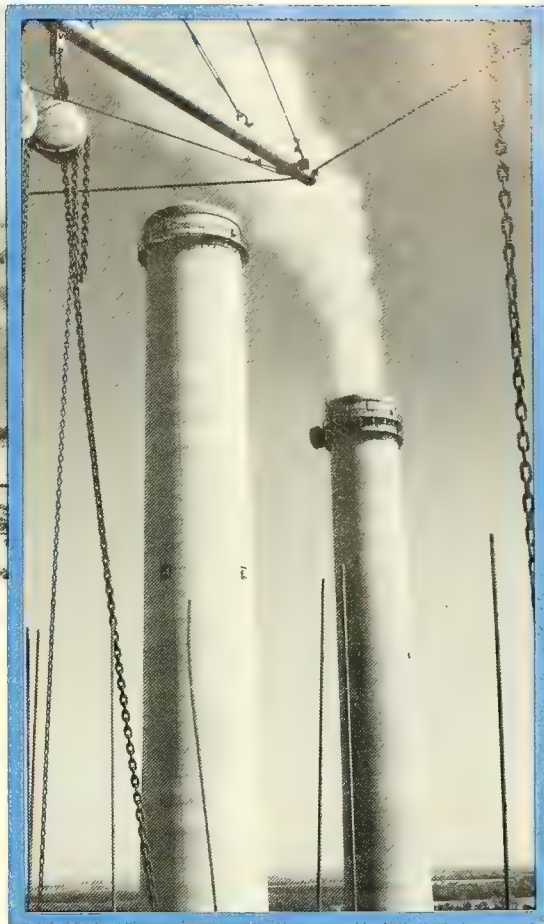
Formaldehyde is generally used in combination with other chemicals to create resins. Some of the other common chemicals used are urea, melamine, and phenol.

Urea is an irritant but, because it is a normal component of human metabolism, it is not supposed to be very toxic. Melamine is also supposed to be less toxic than formaldehyde. Phenol is a serious hazard for skin exposures. It penetrates the skin rapidly and has caused gangrene and coma even from repeated exposures to diluted solutions. It can also damage the eye severely if not rinsed out with water immediately. Swallowing a small amount will cause a burning in the throat, stomach pain, headache, and ultimately coma and death. Inhalation of phenol vapors can cause damage to the lungs, liver, and kidney. It can be smelled at very low levels, below the OSHA limit of 5 parts per million.

Concerns about urea-formaldehyde foam insulation in mobile homes involve both workers and consumers—the people who live in the homes. Formaldehyde gas can escape from urea-formaldehyde foam insulation, plywood, and particle board, and can build up inside the atmosphere of a mobile home. As a result the Consumer Product Safety Commission (CPSC) in February 1982 banned urea-formaldehyde foam from use in home insulation. That ban was overturned in court in 1983, but the CPSC is still investigating consumer complaints about formaldehyde products.



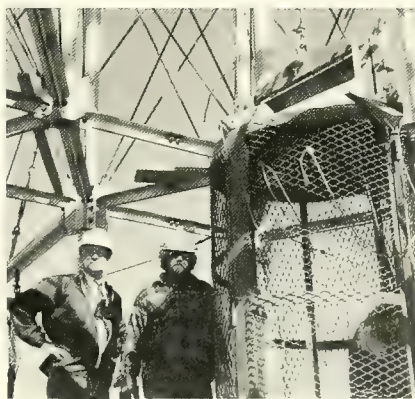
Safety Up The Chimney Stack



Picture yourself building a 1,000 foot high chimney. As the walls get poured and the chimney gets higher, what is the safest way to get from ground level up to the working platform? The OSHA construction standard [1926.552(c)] concerning personnel hoists requires either an inside or an outside hoist tower which is enclosed for the full height of the structure and anchored to the structure every 25 feet. In the chimney construction industry, these requirements are hazardous and almost impossible to comply with. As the chimney gets higher a permanent hoist tower has to be built higher than the chimney. As the chimney becomes narrow toward the top, it is difficult to anchor the tower to the work in progress.

Chimney erection companies have designed and implemented a safer and more feasible method (special workmen's hoist system) to transport workers to and from the elevated work platform. As the chimney erection progresses, the personnel hoist system is increased in length and the elevated work platform and cathead (the structure which supports the overhead sheaves and provides direction for the hoisting cable) are moved upward with the construction. The wire rope sus-

pending the cage is controlled by a hoist engine located outside the chimney. The rope is spooled around the hoist drum, enters the chimney, and passes through the footblock which changes its direction from horizontal to vertical. The rope is then routed through the cathead sheaves and connected to the cage. Two guide cables are suspended from the cathead to prevent swaying and rotation of the cage and provide support upon which the safety clamps catch and activate. A headache ball



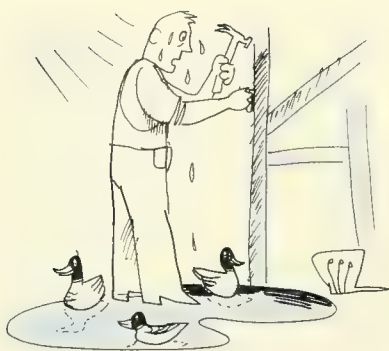
OSHA Engineer Hardy Svenson, left, inspects the operation of a hoist machine.

may be necessary to counteract the hoist cable weight. One company has installed a hoist tower inside the chimney in the portion of the structure under construction and at the bottom landing, which meets the requirements of Section 1926.552(c)(2). But the company was allowed to use the rope guided personnel hoisting system described above in the remainder of the hoistway.

The hoist machine is controlled by a trained employee who is knowledgeable in the operation of the hoist system. The hoist operator is located outside of the chimney and, therefore, cannot see the cage. As a result, the operator must be in constant communication with the employees on the work platform and in the chimney during personnel hoisting. The operator must also assure that the wire rope is spooled smoothly on the hoist drum in order to prevent the rope from becoming slack.

Various safety features assure that the maximum level of worker protection is maintained. For instance, if the wire rope holding the cage breaks, the safety clamps will activate and grip the safety cables to prevent the cage from falling. Limit switches stop the descent and ascent of the cage before it reaches the

Continued on Page 36



RUMP SESSION

After walking into an elevator, a man found that so many persons were inside, he was unable to turn around to face the door. He felt a little embarrassed facing everyone that way, particularly since they did not seem to realize it was impossible to turn around. Pulling himself together, he smiled and announced, "I suppose you're all wondering why I called you together."

—The Locomotive



SUPPORT 'TURNAROUND'

AN 'ALSO RAN'

Horse sense is that estimable quality in a horse that prevents it from betting on a man.

BUY UNION * SAVE JOBS



WHO'S ON FIRST?

"Are your mother and father in?" asked the neighbor when the small boy opened the door?

"They was in," said the boy, "but they is out now."

"'They was in' 'they is out.' " exclaimed the neighbor. "Where's your grammar?"

"Out in the kitchen making some cookies!"

—Robert J. Maasbrock



THIS MONTH' LIMERICK

There was a young spaceman
named Rollo
Who joined the crew of Apollo.
He went up on a flight
And had such a fright,
That Rollo jumped out of Apollo.

—Brian Keane
Hyattsville, Md.

MERELY ASKING

Little Johnny was second in his class, and the top place was held by a girl.

"Surely, Son," said his father, "you are not going to let yourself be beaten by a mere girl."

"Well, you see, Daddy," Johnny explained soberly, "girls aren't nearly as mere as they used to be."

—Frank Butler, Local 609,
Idaho Falls, Idaho

USE UNION SERVICES

THAT'S SETTLED

A man came to Johnson Drug last week to buy a can of talcum.

Bob asked—"Mennen's?"

"No, wimmens."

"You want it scented?"

"No, I'll take it with me."

—C. D. LeMonds
Local 1506
Los Angeles, Ca.

IMPORTS HURT * BUY UNION

FOR OUR PUNSTERS

We crossed a Japanese motorcycle with a Burma highway and got Honda Road To Mandalay.

Indonesian food isn't filling—an hour later you want Samoa.

The fear that today's high prices will go even higher is making people buy now. Inflation is scaring them to debt!

He calls his girlfriend "Cookie" because she's been a "wafer" so long.

ATTEND LOCAL MEETINGS

NUMERO UNO BOSS

This foreman was always after his men to hurry. One day one of the carpenters said, "Why all the hurry? Rome wasn't built in a day."

"No," the boss replied, "but I wasn't the foreman on that job either."



GOSSIP

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AND POETRY NOT ACCEPTED.

MAKING A LIST

A rather small man carrying a piece of paper about six feet long walked into a saloon in Texas. "Whatcha got in your hand, pardner?" asked the bartender.

The man turned his head so that everyone could hear, and announced, "This is a list of all the guys I can lick."

A large weather-beaten cowpoke with a heavy beard stood up and asked, menacingly, "Is my name on that list, Stranger?"

"It sure is."

"Well you can't whip me," replied the other rolling up his sleeves, and throwing chairs out of the way.

"Are you right sure?" asked the man with the list.

"I right sure am."

"Then I'll take your name off the list."

—The Locomotive

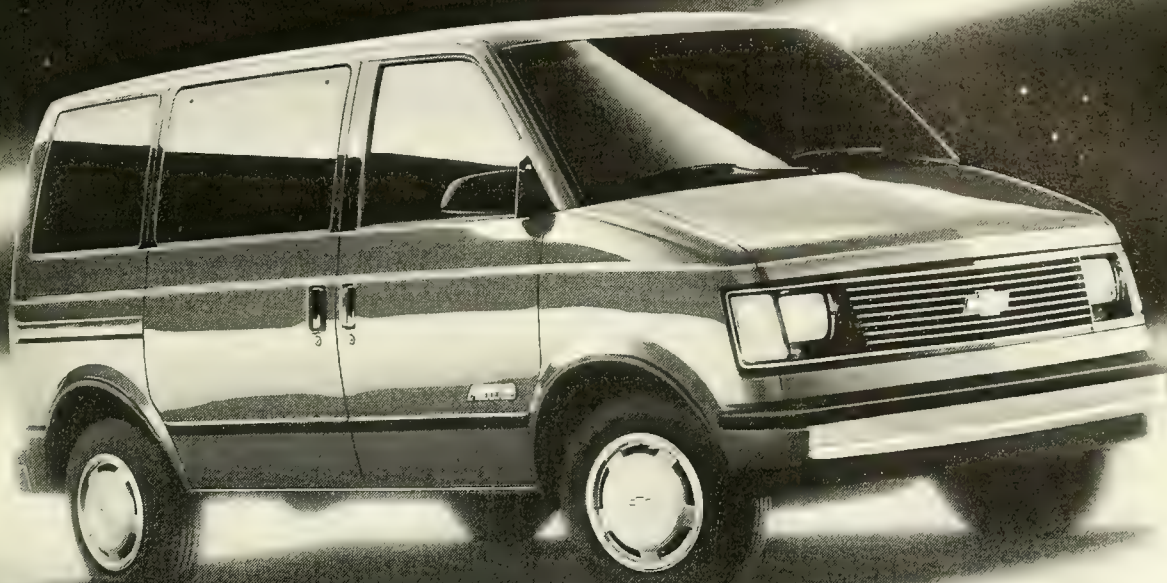
ADOPT A LUMBER COMPANY

MESSING AROUND

The FBI has over 70 million fingerprints. So has every home with two kids or more.

C H E V Y A S T R O

A NEW-SIZE BREAKTHROUGH IN VANS



IT STANDS ALONE.

New Chevy Astro is so versatile it sets new standards for what a new-size van should be. Not only does Astro fit neatly into your garage, no other new-size van offers you more choices of seating arrangements or more people room—with available seating for eight. And the middle bench and available rear bench seats lift out whenever you need Astro's big cargo room.

Astro's available Vortec V6 is the most powerful V6 you can get in a van, with power

that rivals a V8. In fact, when properly equipped, the V6 Astro has a towing capacity of up to 5,000 pounds, including passengers, cargo and trailer.

Drive Astro and discover its advantages for yourself. When it comes to good ideas that work for you, nothing works like a Chevy Van.

And at your Chevy dealer's, financing or leasing your new Chevy Astro can be as easy as saying GMAC.

LET'S GET IT TOGETHER...BUCKLE UP.



Members In The News

World Historian

Just historian isn't what Wellington Batterson, 68, wants to be called; he prefers world historian.



W. Batterson, right, with John Fisher, U.S. Congressional Advisory Board, on a recent visit to Washington, D.C.

The retired Chicago, Ill., Local 10 member's interest in history started, according to an article in his local paper, in the third grade when he corrected his teacher on a point of history concerning Abe Lincoln.

The Battersons count in their family James Goodwin Batterson, who designed the Soldiers Memorial Monument and the Library of Congress. The latter edifice took J.G. Batterson 17 years to build,

using most of his own money. And the world historian was called upon by NASA to do a genealogy of another relative, Alfred Worden, which now resides in the National Archives.

Batterson's specialty is a dramatic presentation of clippings, art work, and poetry, some of which he has presented to the Chicago Historical Society. Batterson has had a full career as a machinist, carpenter, structural engineer, and electrician, and now, instead of relaxing, he's putting a lot of time and energy into his historical creations. Batterson explains, "I have just as much energy and am just as enthused with my fellow man as I was when I was 25."

Book on Boyhood

Marvin Taylor, the former business representative of Local 387, Columbus, Miss., has recently authored a book about his boyhood days and sharecropping in Leake County, Miss. The true-life, first person account of his life from 1907 through 1925 runs over 100 pages, with stories and pictures that will awaken many memories.

Maxie's Maximus

When his daughter was just starting kindergarten, Maxie Mayhew, a retired member of Local 1298, Nampa, Ida., discovered the generosity of Lions Club members, and he has not forgotten it. His little girl came home from school one day with a brand new pair of glasses on her nose, paid for by the Lions.

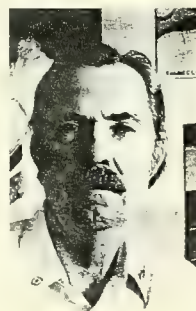


Since Mayhew was out of a job at the time, this was the only way his daughter's vision was going to be corrected. He vowed then to join the Lions at his first opportunity, and to contribute to them in some way to repay their generosity.

This involvement with the Lions led to his hobby of carving lions in relief and making free-standing lion statues of wood. His latest effort, "Maximus," a life-size carousel lion, stands guard at the National Carvers Museum in Monument, Colo. Maximus weighs 600 pounds, stands 50 inches tall, 58 inches long, and 17 inches wide. He is a popular photo site for the hundreds of visitors who tour the museum.

Retiree is Poet, Painter

A retired carpenter, World War II veteran, and artist, Melvin Fullerton describes himself as an "intellectual activist" in a recent profile published in *The Evening Post* of Charleston, S.C. Fullerton is a 37-year member of Local 132, Washington, D.C.



Fullerton is a self-made, self-taught (he has a high school education) man; he strives, through his writings, to initiate change. His art however, encourages a reevaluation of values through a reflection on the past. Paintings he has done reflect everyday life and days gone by. They are not numbered because "you can't number life," Fullerton explains. "This is my view of humanity. In my art, I'm trying to express what people feel, which is what an artist is supposed to do."

Technique is unimportant to Fullerton, he has not had any form of art instruction, and insists on leaving his works unframed.

"... I don't want people to concentrate on that. The paintings are poetry. And the poet has the soul."

Fullerton has never sold a painting, and doesn't want to. "If you sell a painting it loses its soul."

Job Corps Benefits Exceed Costs

Despite 20 years of public programs aimed at increasing youth employment, the employment problems encountered by disadvantaged youth are getting worse, according to a study conducted for the National Planning Association's Committee on New American Realities. The study confirms the widely held perception that youth employment programs are generally ineffective, but finds that there are certain approaches that have successfully improved participants' chances of finding employment.

Youth employment is largely due to low

educational achievement and a lack of basic skills, the study says. Employment programs that are not aimed at reducing education or job skill deficiencies have had disappointing results, while those that combine remedial education and training with work experience and/or job search and placement assistance have had favorable results, the study finds.

The Job Corps, which would be eliminated under the Administration's proposed fiscal 1986 budget, is hailed in the study as an example of a successful, intensive youth employment program. While programs like the Job Corps are expensive, their benefits far exceed their costs when such factors as a reduction in crime and a decrease in the number of welfare recipients are taken into account, the study says.

Southern School For Union Women

The 1985 Southern School for Union Women, a five-day training program for women officers, stewards, and members, will be held June 23-28 at the University of Central Arkansas in Conway, Ark.

The school, one of four regional schools sponsored by the University and College Labor Education Association and the AFL-CIO, is designed to increase women's participation in their local unions.

For more information contact Diane Thomas-Holladay, coordinator of the school, at (501) 371-5406.

Mid-Year Conference Tackles Training Priorities, Robotics, Other Timely Topics

The preparation of apprentices for work as skilled journeymen is the first and only goal of the United Brotherhood's apprenticeship and training program, First General Vice President Sigurd Lucassen told delegates to the Mid-Year Carpentry Training Conference, May 6-10, in Minneapolis, Minn.

Lucassen emphasized that the UBC's training program is specifically designed to turn out the most qualified journeymen in the industry, and not management leaders. He recognized that skilled UBC apprenticeship graduates are often selected by contractors for key management positions, but he stressed that supervisory training in personnel matters, work scheduling, etc., should be left to employer associations and are not part of the UBC training program.

"UBC training programs which try to do both journeyman preparation and supervisor preparation fail at both," he commented.

Lucassen included the subject in his opening address to the Mid-Year Conference because of the continuing concern among training leaders about the loss of many of their trainees to management positions, while merit shop contractors continue to fill work crews with untrained or semi-trained personnel.

Lucassen reported that training programs administered by the National Joint Apprenticeship and Training Committee are generally in compliance with all regulations of the Federal Bureau of Apprenticeship and Training, and when it comes time for compliance reviews, there is evidence of a good-faith effort to achieve affirmative action in the training programs. He stressed that "employer intent" must be a consideration in all compliance reviews.

The Mid-Year Conference consisted of three full days of workshops and other activities, and there was a general session to close the conference on the fourth day.

Five groups of panelists led the workshop discussions. On the second afternoon the delegates visited the Minneapolis-St. Paul Training Center.

There was much discussion of comprehensive training during the conference—pre-apprenticeship, apprenticeship, and journeyman. It was emphasized that local programs must obtain maximum benefits from the trust funds and the facilities available to them. Signatory contractors, meanwhile, are fulfilling their responsibilities in all phases of training.

UBC leaders suggested that flexibility of scheduling is the most practical way to realize maximum benefits in local programs.

"Scheduling flexibility is required in view of industry flow and need," stated one speaker. He listed the following factors:

Employers are reluctant to release members from their crews during peak work periods. Dependable crew structure is an important part of an employer's planning as a project is carried forward.

UBC members must realize maximum income during peak employment periods to be able to manage their affairs during periods of partial or total unemployment. Members can best utilize their time of unemployment for training purposes.

It was noted that, as scheduling becomes more complex, the use of computers and modern communications techniques are needed to assure the flow of members who are in need of training opportunities.

The highs and lows of employment cause occasional highs and lows in staffing the training programs. It was suggested that instructors can be scheduled for teaching during off-peak periods in the construction industry. There was discussion of the entire structure of training as it applies to instruc-



The N.Y. State Apprenticeship Labor-Management Committee recently honored General President Patrick Campbell, center, at its legislative reception in Albany, N.Y. Campbell was presented with a plaque by the committee he founded in 1969. Shown with Campbell are 1st District Board Member Joseph Lia and Paschel McGinnis, president of the New York City District Council.

Kansas JATC Shows History at College

"History of Kansas Carpentry, 1881-1985" was presented as part of an adult education program at the Kansas City, Kan., Community College. The program was co-sponsored by the East Kansas Carpenters Joint Apprenticeship Committee. Featuring a 1920s film on the construction of a Topeka high school, a demonstration of old trade tools, and a tape-slide show, the show stressed the dramatic developments that have occurred in the trade, and the pride union members take in their workmanship.

KC Apprentices Aid Spirit Festival

Next month, during the Kansas City, Mo., Spirit Festival, the work of area apprentices will serve as food booths and commissaries for festival visitors. More than 225 apprentices spent three weeks on the project, and the electrical wiring will be performed by IBEW apprentices from Local 124. The 15 booths are 10-feet by 20-feet, and the three commissaries are 10' by 10'. The commissaries have Formica counter tops, and all structures have roofs. The work was part of Labor's contribution to the Spirit Festival, and the materials were donated by a local retailer.

Continued on Page 25

Recent Graduates in Omaha

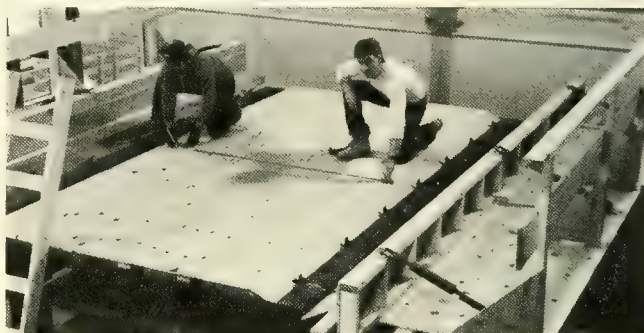
Carpenter Local 400 and Millwright Local 1463 JATC recently awarded certificates to new journeypersons. Pictured, seated, from left, are: T. Shultz, millwright instructor; A. Deseck, JATC chairman and Local 400 business rep.; J. Schoepfer; D. Webster; and M. Huelle. Standing, from left, are: H. Loghry, JATC trustee and Local 1463 business rep.; R. L. Petersen, carpenter instructor; J. Rethemier, welding instructor; P. Prine; Jo Roach; D. Warneca; T. Carlson; C. Solem, JATC trustee; and Dan Gazinski, JATC coordinator. Not pictured is D. Price, JATC trustee and Local 400 business rep.





New Massachusetts Apprenticeship Center Holds First Class

The Robert D. Marshall Carpenters Training Center in Millbury, Mass., is well into the program of its first apprentice class. The left photo shows a cabinet-maker and one of his projects; the staff and students of the center are pictured, below left; and below right are two students checking the measurements of a form. The Center is named for Robert D. Marshall, business representative of Local 33, Boston. Marshall is also a trustee and treasurer of the Massachusetts Carpenters Training Program.



North Dakota Apprentices Graduate

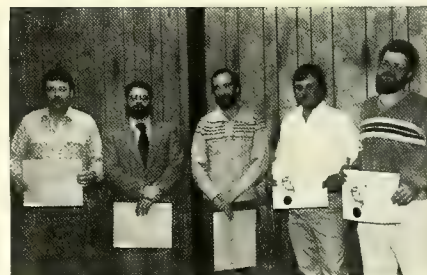


The Bismarck-Mandan, N.D., Carpenters JATC has announced the graduation of 27 journeyman carpenters from their PETS program. They are pictured above, front row, from left, Dale E. Jones, business agent; Carl McCray; Dale Stevens; Jim Hagen; Al Gourneau; Barb Fleming; Tim Goldade; Lyle Doubek; Dave Sivertson; John Krebsbach; Gary L. Stockert, apprenticeship coordinator and instructor.

Back row, from left, Randy Anderson, John Parker, Tim Tausend, Leroy Wasson, Kathy Borner, Tim Sukumlyn, Tony Stewart, Arnie Langehaug, Brandon Seig, and Kyle Skistad.

Graduates not pictured included: Larry Brendel, Ron Wallenvein, Kelly Nelson, Rich Weisharr, Dave Johnson, Ron Burgard, Nick Krush, and Cora Weiland.

Duluth Graduates



The graduating apprentices of Local 361, Duluth, Minn., were recently awarded their certificates of completion. Pictured above, from left, are Larry Jacobson, Jack Renick, Daniel Gearns, Michael Hanzlik, and James Ledyard. Other graduates included Alan Erickson, Bruce Johnson, Keith Olafson, Kurt Tarnowski, and Kathleen Wiemann.

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Funding Decline

The amount of federal funds available for retraining unemployed workers has effectively declined by nearly 80% since 1978, despite sharply rising unemployment during that period, according to a University of Chicago research team. In 1978, the federal budget provided almost \$1,260 per unemployed person for employment and training efforts, for a total of \$7.8 billion. By 1983, this amount had fallen to \$2.8 billion, or \$262 per worker, for a decline in resources per person of approximately 79%.

Mid-Year Conference

Continued from Page 23

tors' vacations, compensation, and "instructor burn-out."

Affiliated training programs reported a higher number of journeymen now undergoing training to prepare themselves for more job opportunities.

Training leaders emphasized that journeymen must be made aware of the fact that they can get additional training outside of a classroom through PETS and block training methods.

The delegates went into the new high-technology subject of robotics (the use of robots) and how it affects the work of today's millwrights. Although skills in installing robotic devices for manufacturing industries are not presently needed in some parts of North America, it was felt that millwrights must be trained in the application of robotics for work opportunities in highly industrial areas, where robotics are being used.

The conference turned attention to the need for offering apprentices more personal

attention and more detailed responsibilities so that there is less confusion as to their roles under the training program. They must know what they are to do when a job is completed, when they miss classes, when drugs, alcohol, or family situations interfere with their training.

Delegates were told: "Industry orientation for new members is necessary to offer information needed by pre-apprentices and apprentices as soon as they start work and training." They were told that the following topics must be covered: their obligations as apprentices, the wage percentages to expect, employment referral practices, health, welfare, and pension coverage, the structure of the union, the steward's role, what management expects, and the importance of participating in union activities.

It is a tightening-up period for craft training, as the industry struggles out of a recession, and training leaders appear determined to get maximum benefits from their year-round programs.



First General Vice President Sigurd Lucassen addresses delegates at the training conference held last month in Minneapolis, Minn. Lower photo shows attendees viewing a slide show, one of many presentations given during the three days of workshops and panel discussions.

Three Antique Tools

Two UBC members have turned up antique tools which they cannot completely identify. They ask other readers of *Carpenter* for assistance.

The first tool shown (No. 1) bears the imprint "Deis Mfg. Co., Canal Dover, Ohio." It was patented August 20, 1889. It looks like a clogger's knife to us, a tool used in the early days for producing wooden clogs.

Tool No. 2, a brace, bears the imprint "Booth & Mills Warranted," and it was probably manufactured in England.

Jack Harmon of Local 1512, Blountville, Tenn., turned up these two tools.

Tool No. 3, also a brace, was picked up at a yard sale by James Borland of Local 188, Yonkers, N.Y. Borland says it was produced in Connecticut by Peck Stow & Wilcox and was patented on December 30, 1884. The chuck was patented on September 13, 1881. Two small levers control the ratchet of the chuck for either left or right usage.

Borland says, "In 1914 I worked in a hardware store in Yonkers, N.Y., where we sold PS & W hardware, but I never saw one like this. One hundred years is a long time to be still in working order."



Tool No. 1



Tool No. 2



Tool No. 3

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

MAYOR-UNIONIST

Local 1871, Cleveland, Ohio, boasts some pretty impressive members. Floyd Peaco Sr., is a 34-year member who followed his father into the local. He then led the way in Local 1871 for his two sons, Floyd Jr., a 15-year member, and Michael. The senior Peaco is very proud of the union tradition in his family, and of his sons. And with good reason, son Floyd was elected last year as Mayor of North Ridgeville, Ohio, a town about 20 miles west of Cleveland.



PEACO

GOLDEN MUSKET

Local 7, Minneapolis, Minn., member Francis E. Hanson, Sr., was recently awarded the Golden Musket Award Certificate from the Department of Natural Resources in his area. The award was given in recognition of his 30 years as a firearms safety instructor for boys and girls over the age of 12. This training is compulsory for a hunting permit in the state. Hanson, a 42-year member of the UBC, also serves on the Advisory Board of the Retired Senior Volunteers of Anoka County and the Senior Well Clinic Advisory Board.



HANSON

GEORGINE NAMED

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department and a lather member of the UBC, is now serving on the board of directors of the National Water Alliance, a bipartisan coalition formed to address the nation's water problems. Eight of the board members are members of Congress, making up the Executive Committee, and the others represent the public and private sectors, labor and academia.

Georgine was also recently appointed by the Federal Reserve Board of Governors to the position of deputy chairman for 1985 for the Richmond Federal Reserve Bank's Board of Governors. The Federal Reserve Bank of Richmond is a regional branch of the Federal Reserve System, which provides services to its member banks in the District, Maryland, Virginia, North and South Carolina, and part of West Virginia.

SCOUT LEADERS

Dallas C. Hammack, a 33-year member of Local 1778, Columbia, S.C., has served his local as president and recording secretary and has served his community through various involvements, including the Boy Scouts of America. Earlier this year, Hammack was presented with the Boy Scouts' George Meany Award for his efforts.

As an officer of 1778, he got the members involved with Scouting activities, and even arranged for the local to purchase boats for the scouts. As scoutmaster of Troop 311, Lugoff, S.C., Hammack watched over 100 boys pass through the ranks, including seven Eagle Scouts, four of them were Hammacks' Dallas' sons.

Joseph Proulex, a member of Local 625, Manchester, N.H., was recently awarded the George Meany Award in a ceremony at a Leaders Recognition Dinner. The award is organized labor's highest award for service to youth through the program of the Boy Scouts of America. It was given by the Manchester Central Labour Body to recognize Proulex's outstanding service to youth as a volunteer Scouting leader. Since 1955 he has served in various positions including Scoutmaster, District Leadership Training chairman, and Scouting Coordinator. He is presently the District Advancement Chairman in Manchester. In addition to the Meany Award, Proulex has received the Scouters Award, Scouters Key, Woodbadge, Silver Beaver and Award of Merit.

The George Meany Award presentation was made by the Massabesic District, Boy Scouts of America who cited Mr. Proulex for 30 years of volunteer leadership.



HAMMACK



PROULEX

UNITED WAY JUDGE

Roger Sheldon, associate editor of *Carpenter*, recently served as a judge in the United Way's national competition for best public communications programs.

Building Trades Leading Fight Against Diabetes

To help combat diabetes, the Building and Construction Trades Department is spearheading a campaign to raise \$7 million in the battle to develop a cure for this tragic disease.

The campaign was kicked off at the 1985 National Legislative Conference, with an audio-visual presentation featuring union presidents and leading medical researchers.

In a demonstration of solidarity, a number of locals have already established check-off programs to help raise money. The funds will be used to build a research center at the Diabetes Research Institute at the University of Miami School of Medicine, which has won wide acclaim for its pioneering work in fighting the deadly effects of the disease.

Founded by a small group of parents of children afflicted with the disease, the Institute has developed a method to cure diabetes in large animals. The success of this technique promises the development of a lasting cure for human beings.

Although many people think diabetes is only a minor inconvenience, for 12 million Americans—including three million children—diabetes is a life-threatening disease that means a constant fight for life.

After cancer and heart disease, diabetes is the third leading cause of death by disease in America. As the leading cause of blindness in adults between 20 and 60, diabetes causes 35,000 people to lose their sight each year.

Diabetes is also the leading cause for heart failure, kidney disease and amputation. One in five babies born this year faces the threat of diabetes.

Despite these grim statistics, the efforts of the union movement and the successes at the Diabetes Research Institute offer the promise that hope for people afflicted with diabetes will become a reality.

If you would like more information about the campaign, or want to contribute, or would like help in raising funds in your area, contact: **Labor Battles Diabetes, 815 16th Street, N.W., Room 603, Washington, D.C. 20006.**

Marshall Coordinates Industrial Study

Professor Ray Marshall, former U.S. secretary of labor, will work with the Industrial Union Department of the AFL-CIO and its affiliates in producing a long-range study of the U.S. industrial sector.

The study, which was approved by the IUD's Reindustrialization Committee, chaired by UAW President Owen Bieber and by the IUD's Executive Council, will examine present and future prospects of each major industry and of the industrial sector as a whole, in the light of such variables as tax and trade policy and technological changes.

The United Brotherhood has been an affiliate of the AFL-CIO's Industrial Union Department since the 1970s.



Plastic Problem

Precautions You Should Take Against Credit and Charge Card Fraud

Canceling Your Credit Card Without Notice

When Oscar Gray used his American Express card to pay for an anniversary dinner he and his wife consumed in a Washington, D.C., restaurant, he was informed that his credit card had been cancelled. The restaurant was instructed by the American Express Company to confiscate and destroy the credit card. Gray and American Express had been involved in a dispute about the amount due the company, but he had no notice that his card would be cancelled.

Gray was outraged by the cancellation and immediately took legal action against American Express. Gray's initial claim against the Company was dismissed by a Washington, D.C., District Court. The District Court ruled against Gray because Gray had signed a "Cardmember Agreement" with American Express that provided for cancellation without a reason and without notice. Fortunately for Gray, the Fair Credit Billing Act protected his rights. On appeal to a United States Circuit Court, the earlier decision against Gray was reversed.

The Fair Credit Billing Act was passed by Congress in 1974. This Act was part of an effort by Congress to provide consumers with legal ammunition when there is a dispute as to the amount due the credit card company. Before the Act, Gray's "Cardmember Agreement" with American Express allowing the company to cancel his credit card without notice would have eliminated Gray's chance at a legitimate argument with the company about the cancellation.

In its opinion, the Circuit Court discussed the rationale of consumer protection legislation, that is, to "even out the inequalities that consumers normally bring to the bargain." The Court further noted that the

Continued on page 28

The cost of credit and charge card fraud—to card holders and to card companies alike—may be as high as \$500 million a year. Everyone pays for credit and charge card fraud in higher prices, whether or not they are personally defrauded.

While theft is the most obvious form of credit and charge card fraud, it is not the only way fraud occurs. A more subtle form of fraud is "misappropriation"—the use of your card number (not the card itself) without your permission. Misappropriation may occur in a variety of ways:

- A phone caller says that you need only provide your card number and its expiration date to qualify for a special discount vacation.
- A thief rifles through trash to find discarded receipts or carbons to use the card numbers illegally.
- A dishonest clerk makes an extra imprint from your credit or charge card for his or her personal use.

How to Guard Against Credit and Charge Card Fraud

Here are some suggested precautions you can take to help protect yourself against credit and charge card fraud. You may also want to instruct any other person who is authorized to use your account to take these same precautions.

- Sign your new cards as soon as they arrive.
- Carry your cards separately from your wallet. Keep a record of your card numbers, their expiration dates, and the phone number and address of each company in a secure place.
- Keep your card in view, whenever you can, after you give it to a clerk. Retrieve your card promptly after using it.
- Avoid signing a blank receipt, whenever possible. Draw a line through blank spaces above the total when you sign card receipts.
- Void or destroy all carbons and incorrect receipts.

- Save your card receipts to compare with your billing statements.
- Open billing statements promptly and reconcile your card accounts each month, just as you would your checking account.
- Report promptly and in writing any questionable charges to the card issuer.
- Notify card companies in advance of a change of address.

In addition, here are some things you should *not* do:

- Never lend your card(s) to anyone.
- Never leave your cards or receipts lying around.
- Never put your card number on a postcard or on the outside of an envelope.
- Never give your number over the phone *unless* you are initiating a transaction with a company you know is reputable. If you have questions about a company, check with your local Consumer Protection Office or Better Business Bureau before ordering.

What To Do If Your Cards Are Lost or Stolen

If your credit or charge cards are lost or stolen, call the issuer(s) immediately. Most card companies have a toll-free number for reporting missing cards. Some companies provide 24-hour service. By law, once you report the loss or theft, you have no further liability for unauthorized charges. In any event, your maximum liability under federal law is \$50 per card.

What To Do About Suspected Fraud or Billing Problems

If you suspect that someone has illegally used your account number, send the card issuer a letter that includes your name, account number(s), and the charges that you question with your reasons. You must direct your letter to the "billing error address" provided on your statement, and it must

Continued on Page 28





Canceling Card

Continued from Page 27

language in the "Cardmember Agreement" that conflicted with the Fair Credit Billing Act was not to be controlling on this issue of cancellation when a dispute about billing has arisen.

As a credit card holder with a dispute about your bill or the method of payment you have agreed to, the Fair Credit Billing Act can help you. In order to use this Act, however, you must notify the credit card company of the dispute. The procedure and requirements for using the Act are briefly outlined below.

1. If you believe a bill contains an error, send the creditor a written notice stating your name, account number, the fact that there may be a billing error, and the reasons for your belief that there is an error. The notice *must* be sent within 60 days of the billing date.
2. Within 30 days, the credit card company must send a written acknowledgment that it has received your notice of a possible billing error.
3. Within 90 days, the creditor must investigate the dispute and either correct your bill or send a written explanation of its belief that the original bill is correct. This must be done *before* any attempt to collect the disputed amount is made.
4. If the creditor does not acknowledge the notice of dispute and investigate the matter, it forfeits its right to receive the first \$50 of the disputed amount.
5. The company may not restrict or close your account due to your failure to pay the disputed amount until the company has investigated the matter and provided you with a written explanation.
6. If you win the dispute and corrections are made, the company must credit any finance charge on the accounts.
7. Until the company investigates and resolves the dispute, it must notify you in subsequent statements that the disputed amount need not be paid.
8. The company cannot report, or threaten to report, adversely on your credit before it has investigated the matter.
9. If the company fails to comply with the requirements of the Act, it is liable to you for the amount correctly disputed, twice the amount of any finance charges attached to the disputed amount, the costs of the legal action, and attorney's fees.

The next time you think twice about your credit card bill whether because of a disputed amount or because the credit card company is ignoring an agreed upon financing method, remember that the Fair Credit Billing Act is available for your use.

You Should Know More About Your Credit Bureau Standing

These days, just about everybody needs a good credit rating. Applying for a credit card, applying for a loan, even applying for an apartment can be a nerve-racking experience—wondering if your credit rating is good. What most people don't realize is that they needn't wonder about their credit rating: credit bureaus are required, by the federal Fair Credit Reporting Act, to inform consumers about "the nature and substance" of the data in their reports.

Following is some information, from *The Wall Street Journal*, about credit reports and how to obtain them.

Consumers can locate the bureaus in their area by asking local banks and stores. Most bureaus will mail a copy of the computer-printed report—for a fee of about \$10. (However, some may require you to visit their offices to examine the data, also for a fee.) In any case, the service is free if the individual has been turned down for credit in the previous 30 days because of information contained in that bureau's credit report.

Among the things consumers usually will find in the reports are:

- Terms, credit limits and current balances on loans and credit cards from businesses that are customers of the bureau.
- Data on government-backed credit such as student and small-business loans, which the U.S. recently began reporting.
- Promptness of payment on each account—either a grade given by the creditor or a breakdown of recent payment activity.
- Data culled from public records: tax liens, legal judgments, bankruptcy filings, and less often, divorce settlements.
- Employer and salary, sometimes.
- Names of companies that have recently requested copies of the report.



What consumers won't find in their reports is an overall rating of their credit. That evaluation is left to each potential credit grantor. Also, they won't find data from American Express Co. and some oil companies (although American Express will soon begin reporting severe delinquencies on its cardholder accounts), "investigative" information such as gossip from employers or neighbors, data on bounced checks and bank balances and usually, data on home mortgages.

* * *

Negative information, such as bad debts, generally remains in a credit report for seven years and bankruptcy filings for 10. But most credit bureaus also allow consumers to write a brief statement, explaining the problem. Says Stephen M. Pollan, a New York credit consultant: "It demonstrates that you care about your credit," and thus can be very helpful in winning over credit grantors.

Better Business Complaints Record

The Better Business Bureaus has a fairly good record in helping to settle consumer complaints. The following chart lists the most complained-about businesses, ranked one through 12, and their settlement rate in percentages:

Business	Complaints	Settle Rate
Mail order	85,677	72.7
Auto Dealers	26,212	85.6
Home Furnishings	10,457	68.0
Magazines	10,180	75.1
Home Maintenance	10,109	56.2
Auto Repair Shops	9,130	64.7
Department Stores	8,262	87.0
Misc. Auto. Svc.	7,562	70.9
Insurance	6,469	80.4
Dry Cleaners	6,442	71.5
TV Repair	6,251	69.8
Home Remodeling	6,055	62.0

Credit Card Fraud

Continued from Page 27

reach the creditor within 60 days after the first bill containing the error was mailed to you. If you send your letter by certified mail, with a return receipt requested, you will have proof that the letter was received.

If you decide to call the card issuer for faster action, use the special numbers that many card issuers list on their billing statements, but *follow up* your phone call with a letter. Only a letter protects your rights under the Fair Credit Billing Act.

The card issuer must acknowledge receipt of your letter or correct the error within 30 days. Or, they must investigate and either correct the mistake or justify the charges within two billing cycles or 90 days, whichever is less. You may be asked to sign a statement under oath that you did not make the purchase(s) in question.

For more information about your credit rights, contact the Federal Trade Commission, Washington, D.C. 20580 for these free publications: **Credit Billing Blues**; **Fair Credit Billing**; and **Fair Credit Reporting**.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Canadian Retirees Urged to Form Clubs

Although four dozen UBC Retiree Clubs have been formed and are now active in the United States, there are still no chartered UBC Retiree Clubs in Canada, according to General Secretary John S. Rogers.

Noting that many Canadian local unions provide special recognition for the long service of their senior members, Rogers expressed the hope that Canadian locals and councils will help retirees band together and play more active roles in union affairs and public affairs of their communities. The General Secretary's office will provide a kit of information to those retirees wishing to form clubs.

Colorado Retiree Teaches Job Skills

There are some for whom retirement means slowing down, taking things as they come, and relaxing with grandchildren. Well, that definition works just fine for them, but for Charlie McDonald, retirement simply means starting a new job, or more accurately, returning to one of the many he has performed. The 69-year-old Illinois native cut timber in the Mississippi Valley during the 1930s Depression, enlisted in the Army in 1942, worked as a civil servant, and has done construction in Greenland, in addition to his work with Local 418, Greeley, Colo. He also worked for a time as an instructor in a job-skill program that emerged in the early '70s from union and government co-operative efforts. The program then helped educate servicemen returning from overseas, and "Mr. Mac" taught at Fort Knox, Ky., and Fort Carson, Colo.

Teaching is the profession to which McDonald has returned in retirement. The job-skill class is, this time, sponsored by Weld County, Colo., commissioners and Aims Community College, and is housed in Head Start Headquarters in Greeley. He is using a temporary building on the lot as a combination classroom and remodeling project for added space for Head Start. The former Army medic teaches basic carpentry and construction, and work habits and attitudes, to people in the county's welfare-diversion jobs program. The program appears successful so far: 50% of the building is ready for occupancy; one woman trainee has gotten a job with a local contractor; and two other students have passed pre-apprentice tests.

Birdwatchers, Note

Sam Spitalo of Local 599, Hammond, Ind., retired two years ago and he recently received his 45-year UBC service pin. Sam's not an avid birdwatcher, but not too long ago he noticed an albino robin bob, bob, bob-bing along in his neighborhood, and he took a picture of it for the birdwatchers among our retirees. Editor's note: Any other retirees like to report unusual sightings of this kind? It might be news for our bird fanciers.



Albino Robin

Visalia Retirees Present Poem

This poem was sent to us by the Retirees' Club of Local 1109, Visalia, Calif., for the enjoyment of our other members. The author is unknown.

THE CARPENTER

From Maine to San Diego,
From Key West to Puget Sound
The mark of Union Carpenters
Is there; just look around.

See that bridge across the river
Or that freeway cloverleaf?
You think they had no part in it?
How faulty such belief!

From the deepest missile silo
Several stories underground,
To the tallest office tower
His work is always found.

In America's stores, hotels and factories
And in homes across the land,
From the mountains to the seashores
You can see this tradesman's hand.

If there's concrete, carpenters built the forms,
Where there are structures he raised the walls,
He hung the doors and set the cabinets,
He put the paneling in the halls.

It was often "feast or famine",
Sometimes work around the clock;
Then wait so long to go out again
The 'wolf' began to knock!

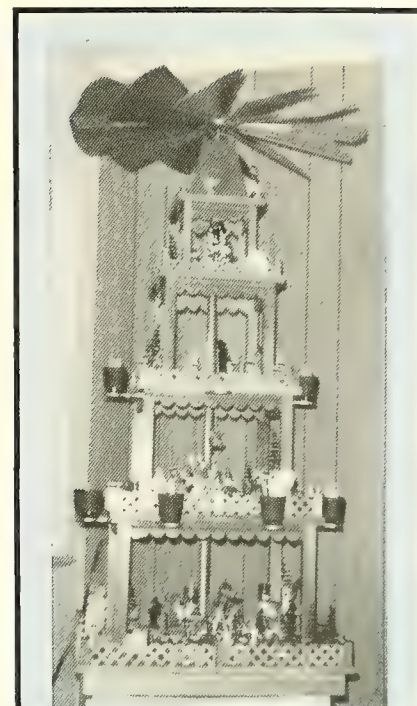
Through the icy winds of winter
And summers scorching heat,
The contractor was 'losing money'
Or there was a deadline he had to meet.

The carpenter groaned and griped and grumbled,
"Would this project NEVER end?"
Then he anxiously awaited a dispatch slip
So he could go out once again.

Yes, our nation enjoys the handiwork
Of those who ply this trade,
But not only in their craftsmanship;
From such CHARACTER Americans are made!

133 Years of Clapper Carpenters

We often hear about people whose chosen field is "in their blood," and Fred Clapper, a 78-year old retiree from Local 2461, Cleveland, Tenn., probably has carpentry in his. Clapper has had carpenters in his family for at least three generations, starting with his grandfather's entrance into an apprenticeship in 1852 at the age of 18. Heaton J. Clapper, who was born in 1834, passed his carpentry skills down, first to his son John, and then to grandson Fred, who has been a UBC member for over 40 years. Forty years doesn't look like much next to one of Heaton Clapper's buildings though, the house he built 116 years ago in 1869 is still standing, even though bad storms destroyed other newer edifices.



Carousel and Clock Maker

Eric Meier, of Local 1048, McKeesport, Pa., who received his 50-year pin recently, retired from the trade in 1971 and began making grandfather clocks and miniature carousels. One of his creations, which he generally donates to various organizations, is shown here. It is a four-deck carousel array with a fan on top which rotates as hot air rises from the candles on the lower decks. As the fan turns, small carousels revolve on each deck, displaying figurines.

Meier entered the trade as a furniture maker in Germany in 1920. He has worked in the McKeesport area since 1925, when he started his apprenticeship with the UBC.

77 Congressmen

Continued from Page 6

souri: Alan Wheat (D); **Montana:** Pat Williams (D); **New Jersey:** Bernard Dwyer (D), James Howard (D), Matthew Rinaldo (R), Robert Roe (D); **New York:** Joseph Addabbo (D), Thomas Manton (D), Robert Mrazek (D), Major Owens (D), Charles Rangel (D), Edolphus Towns (D); **Ohio:** Marcy Kaptur (D), Thomas Luken (D), Louis Stokes (D).

Pennsylvania: Robert Borski (D), Bob Edgar (D), Joe Kolter (D), Peter Kostmayer (D), Austin Murphy (D), Doug Walgren (D); **Rhode Island:** Fernand St. Germain (D), Claudine Schneider (R); **Texas:** Jack Brooks (D), John Bryant (D), Martin Frost (D), Charles Wilson (D); **Washington:** Mike Lowry (D), Al Swift (D); **West Virginia:** Alan Mollohan (D), Nick Joe Rahall (D), Harley Staggers (D); **Wisconsin:** Jim Moody (D).

Let your representatives know how much you appreciate their support and thank them for speaking out for workers' rights.

If your representative isn't listed, make sure he or she hears from you. Write your legislators at: House of Representatives, Washington, D.C. 20515. Or call their district office.

Attend your local union meetings regularly. Be an active member of the United Brotherhood of Carpenters and Joiners of America. Your Union needs your continuing support.

Idaho Labor Seeks R-T-W Overturn

Idaho union members have gathered 61,335 signatures, nearly twice the required number, calling for a referendum vote on the state's recently enacted "right-to-work" law.

Idaho's new law was enacted earlier this year when the Republican-controlled legislature overrode a veto by Governor John Evans (D). The dispute in Idaho will not be resolved at least until November, 1986 since in that state referendums can be voted on only in a general election.

Though Idaho's law makes them the 21st "right-to-work" state, the effects of the law may never be felt if the building tradesmen and other unions generate enough support for the referendum. At present, enforcement of the law remains blocked while the state federation pursues court challenges.

According to state AFL-CIO President Jim Kerns, more than 1,000 union volunteers pounded the pavement to collect the needed signatures in half the allotted time.

Guatemala Coke Workers Win Pact

Last September, we reported the difficulties of Coca-Cola Workers in Guatemala who were trying to negotiate with management. These workers have finally achieved success.

Bolstered by the solidarity of trade unionists in the U.S. and around the world, Guatemalan Coca-Cola workers, who had been occupying their closed bottling plant since February, 1984, have won an agreement to restart the plant.

Building Trades Tapes Available

Several stimulating multi-media presentations on key legislative and political topics were a hit at the recent Building Trades National Legislative Conference. The programs explain the issues in an easy-to-understand fashion, showing pictures of workers on the job site, and featuring quotes from Building Trades general presidents.

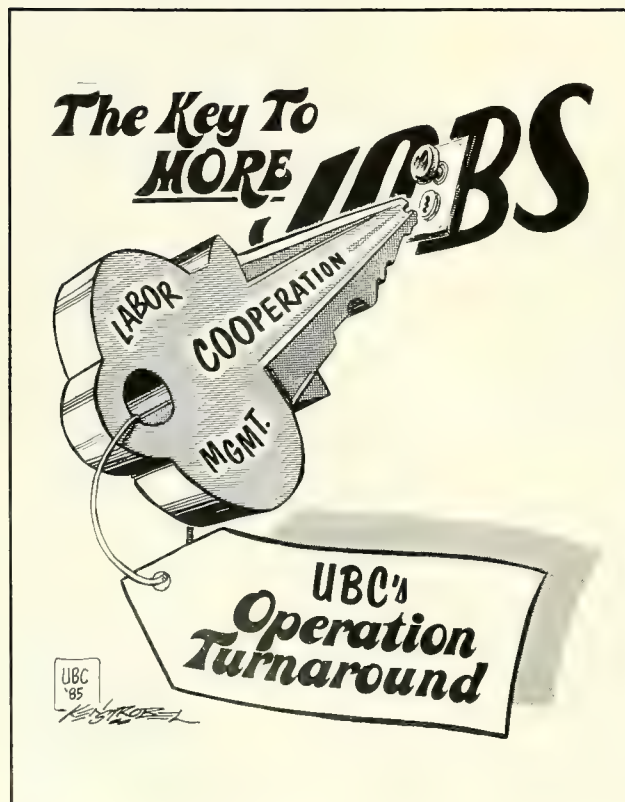
In an effort to take the message of the conference to local communities across the nation, the BCTD is making these programs available for use by local unions.

The programs, which are 5-10 minutes in length, are ideally suited for showing at membership meetings, steward meetings, apprenticeship classes, or other gatherings of union members. They will be available in VHS and Beta tapes for easy use in home videorecorders.

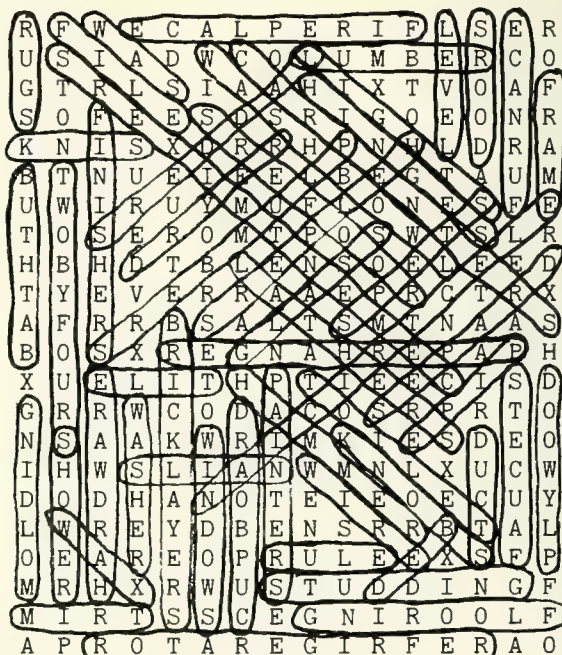
Presentations on the following topics are available: Taxation of Employee Benefits; Travel Expenses; "The Construction Industry Contract Security Act of 1985"; Grass Roots Lobbying; the National Coordinating Committee for Multiemployer Plans; and Labor Battles Diabetes.

If you would like to order the videos, or receive more information, please contact: The Building and Construction Trades Department, 815 16th Street, N.W., Room 603, Washington, D.C. 20006. A nominal fee will be charged.

Always look for the union label or the union shop card. They are your assurance of quality and service.



ANSWERS TO PUZZLE, PAGE 36





Martinez, Calif.—Picture No. 1



Martinez, Calif.—Picture No. 2

Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

MARTINEZ, CALIF.

A dinner dance to honor Brotherhood members with 25 or more years of service to the Brotherhood was recently held by Local 2046.

Picture No. 1 shows 45-year members, front

row, from left: Jim Green, executive officer, Bay Counties District Council of Carpenters, Frank Goncalves, John P. Terranova, Leonard Benson.

Second row, from left: Ingvald P. Bonderud, Carl A. Rasmussen Sr., C. D. Holden, Alfred R. Hansen.

Picture No. 2 shows 40-year members, front row, from left: Jim Green, executive officer, Bay Counties District Council of Carpenters, Carl R. Sellars Sr., Jesse J. Peete, Henry L. Hedrick, Henry T. Ramsey.

Second row, from left: Melvin E. Makey, Hans Boeger, Corby Freeman.

Picture No. 3 shows 35-year members, front row from left: James G. Frederickson, Tommy J. Darone, Ray P. Van Brocklin, Thomas M. Hayes, Burt H. Adams, Francis L. Conneally, William Gonsalves, Jim B. Shaw, Roy H. Simpson, Everett L. Lorenger, Rolla Mason, Benjamin I. Fryman, Jose L. Messavilla, Deano C. Cerri.

Second Row, from left: R. E. Lett, Willie Woodrow, A. W. Van Schaick, Victor E. Simmons, Wilson Terrell, Boudewyn J. Otten, James W. Sternberg.

Third row, from left: Gerald D. Simonds, Robert D. Harrington, Arnold L. Thorstenson.

Picture No. 4 shows 30-year members, front row, from left: William P. Steelman, Elvin F. Scott, Tony Ramirez, Gonzalo J. Mendoza.

Second row, from left: Salvatore J. Costanza, Theodore R. Miller, Clyde R. Johnson, Milton W. Stedman.

Third row, from left: Darrel Bates, Thomas E. North, Paul E. Nybank, Henry Buchner.

Picture No. 5 shows 25-year members, front row, from left: Howard C. Wacker.

Second row, from left: John R. Nelson, Pat J. Cacciaroni, Norman J. Ruddick, Donald L. Nelle, William J. Stirton, Norman H. Clark, Manuel Ramirez, Anthony Scalia, Richard G. Dickenson.

Third row, from left: Donald L. Olinger, Walter G. Edwards, Harold Powell, George Injayan, Andrew R. Cataline.

Fourth row, from left: George D. Silva, R. W. Christopher, Richard E. Matthews, Joseph R. Williams, Richard Abbas.



Martinez, Calif.—Picture No. 3



Martinez, Calif.—Picture No. 4



Martinez, Calif.—Picture No. 5



Mt. Kisco, N.Y.
Picture No. 1



Mt. Kisco, N.Y.—Picture No. 2

Picture No. 3 shows 50-year members, from left: Harry Hall, John Menhart, and Eugene Rosaforte.

Picture No. 4 shows 45-year members, from left: Leslie Finch and Berger Furi.

Picture No. 5 shows 40-year members, front row, from left: Harry Fredericks, Angelo Cerreta, Harry Fancher, David Scott, and Howard Koenig.

Back row: Richard Koenig, Stephen Sefick, and Warren Hall.

Picture No. 6 shows 35-year members, from left: Paul Hughes, Charles Pfaffenback, Nicholas Lemiszko, Fred Pfaffenback, Joseph De Rosa, Matthew Vinciguerra, and John Shilling.

Picture No. 7 shows 30-year members, front row, from left: Peter Bambace, and Dianisio Fontana.

Middle row, from left: Frank Ganung, George Scerrati, James Lonergan, Onelio Mastropietro, Joseph Giorgio, and Ward Lyke.

Back row, from left: Jackson B. Hall, William Gosselink, John Scinto, Niles Olsen, Frans West, Kenneth Thompson, and John Keating.

Picture No. 8 shows 25-year members, from left: Manfred Olsen, Ernest Mohr, Rudi Grolich, Walter Koop, Peter Colette, and Rocco Sacchetti.



Mt. Kisco, N.Y.—Picture No. 3

MT. KISCO, N.Y.

Local 1134 recently honored its members with many years of service.

Picture No. 1 shows 75-year member



Mt. Kisco, N.Y.—Picture No. 4

Hudson L. Rich.

Picture No. 2 shows 55-year members, from left: Paul Hughes, president; Thomas Stozza; Harry Kamph; William Bartsch; and Jack Riestiere.



Mt. Kisco, N.Y.—Picture No. 5



Mt. Kisco, N.Y.—Picture No. 6



Mt. Kisco, N.Y.—Picture No. 7



Mt. Kisco, N.Y.
Picture No. 8



Peshitico, Wis.
Seewald



Peshitico, Wis.
Haffeman

PESHITICO, WIS.

The members of Local 1063 recently extended their congratulations to two long-time brothers.

Picture No. 1 shows 31-year member Ralph Seewald.

Picture No. 2 shows 25-year member Melvin Haffemen.



HIALEAH, FLA

Among the 25-year members of Local 1509 receiving pins recently was Robert Bauman.



Knoxville, Tenn.
Holland



Knoxville, Tenn.
Chambers

KNOXVILLE, TENN.

The members of Local 50 recently honored two 50-year veterans of the UBC. C.B. Holland celebrated 50 years with the brotherhood in March. W.B. Chambers also received his 50-year pin from Local 50, Chambers, 82, was initiated into the Brotherhood on March 9, 1935.



Lake Charles, La.
Picture No. 1



Lake Charles, La.
Picture No. 2



Lake Charles, La.—Picture No. 3

LAKE CHARLES, LA.

Members of Local 953 recently paid tribute to their brothers with longstanding service to the UBC and presented membership pins.

Picture No. 1 shows 50-year member Frank Hannum.

Picture No. 2 shows 45-year member L.E. "Ed" Hatsfelt.

Picture No. 3 shows 40-year members, from left: E.C. Hill, J.C. Reeves, Charles A. Smith, Andrew Mouhot, Wilson Derouen, Hamilton Fontenot, Wilfred Painter, and Nolance Blanchard.

Picture No. 4 shows 35-year members, from left: Oscar Reeves, Athan LeBleu, Henry

LeBlanc, Allie Hebert, Roy Broussard, Joseph Roy, Forrest Fisher, Albert Kingham, Norris Miller, Burley Chapman, and Forrest Johnson.

Picture No. 5 shows 30-year members, from left: Whitney Champagne, Eldridge Comeaux, Arthur Davis, Bertman Fruge, Albert D. Hooper, Anthony Johnson, Adam LaBrave, Lee P. Landreneaux, Bruce Simmons, and Hector Trahan.

Picture No. 6 shows 25-year members, from left: Harry Guillory, Cliff Granger, Kenneth Thomason, Ray B. Reeves, Grady Guillory, Kenneth Bailey Sr., J.C. Stanley, H.J. Woods, and Alfred L. Smith.

Picture No. 7 shows 20-year members, from left: Wiley J. LeBert, and Kirby Buller Sr.



Lake Charles, La.—Picture No. 7



Lake Charles, La.—Picture No. 4



Lake Charles, La.—Picture No. 5



Lake Charles, La.—Picture No. 6

NO. RIVERSIDE, ILL.

The members of Local 54 recently held their annual pin presentation to honor brothers with longstanding service. At this time, they also honored the past officers of Local 419 and Local 643 which were merged to form Local 54. These members were presented with past officers pins.

Pictured are 25-year members, front row, from left: Pius Mueller, Emil Placko, Frank Schmidt, and Verner Sorenson. Back row, from left: Martin Umlauf, Wayne Wolf, Chris Tersteeg, Eduard Gelzenlichter, Edward Schmidt, Norbert Skowron, Eugene Dzialo, and Robert Lid.



No. Riverside, Ill.

SAN FRANCISCO, CALIF.

At a recent dinner the members of Local 483 honored and recognized their brothers with 25–80 consecutive years of service. Among the 550 guests were two pro-labor members of the California legislature, Senator Melton Marks and Assemblyman Art Agnos.

Picture No. 1 shows 100-year old Douglas L. Bruce, third from left, who is an 80-year UBC member. With him, from left, are: John Wilkinson, business agent; Lawrence Acker, president; and Russ Pool, financial secretary.

Picture No. 2 shows 50-year members, from left: Ralph Abatangelo, Evan Westlund, Louis Foss, John H. Smith, and Lylal Ingersoll.

Picture No. 3 shows 45-year members, front row, from left: Charles Anderson, Fred Sundquist, Karl Stake, Hiram Ali, Elmer Rettig, Homer Newland, Henry Derner, Russell Estep, and Paul Blondell.

Back row, from left: Fred Little, Arthur Olson, Lloyd Nicholaisen, Oscar Sather, Harry Pitchford, Albert Ruefli, and Emil Peterson.

Picture No. 4 shows 40-year members, front row, from left: Day Daniels, Angel Garcia, and Henry Meints Sr.

Back row, from left: Alexander Gyorf, John Wallace, and Charles Dziomba.

Picture No. 5 shows 35-year members, front row, from left: Joshua Tolliver, William Bowser, James Bretz, Lawrence Stoeckle, Warren Lorenz, Amos Miranda, Lawrence Larsen, and Joseph Saladino.

Second row, from left: Paul Blondell, Russell Pool, Thomas Zmarich, Eli Dominquez, Raymond Scheffel, John Symkowick, Norbert Lanzarin, Otto Voegle, Ross Marshall, Nathaniel Click, Charles Greene, and Martin Moder.

Third row, from left: Henry Dickerson, Joe



San Francisco, Calif.—Picture No. 1



San Francisco, Calif.—Picture No. 2



San Francisco, Calif.—Picture No. 3

Yrigoyen, Cecil Beaton, John Solari, Leif Herskedal, Marshall Ellis, Glen Storvick, Karl Soderburg, William Perry, Adolph Acker, and Ted Wilson.

Back row, from left: Archie Fabbri, Lawrence Janisch, William Behnken, Lewis Wells, and Kenneth Pearson.

Picture No. 6 shows 30 year members, front row, from left: Joseph Tirado, Peter Amoroso, Jerome Casto, Peder Herskedal, James J. Veitch, and George Alavekiu.

Back row, from left: Joe Razon, Nils Tisell,

Dean Cunningham, Theo Odding, Percy Long, and Omar Penner.

Picture No. 7 shows 25-year members, front row, from left: Roland Sanderson, Santo Zanco, James Johnson, Daniel Bertolani, August Muru, Alex Romo, Wilfred Cormier, Louis Brignetti, Robert Mion, and Pierre Moulia.

Second row, from left: Gene Tyler, Youseff Zade, Joseph Savin, Ray Tisell, Jose Delgadillo, Mario Marcucci, George Gorshen, Jose

Continued, next page



San Francisco, Calif.—Picture No. 5



San Francisco, Calif.—Picture No. 7

SAN FRANCISCO,—Cont.

Sequeira, Richard Panzia, Gordon Engel, and Rudolph Gerstenkorn.

Back row, from left: Henry Meints Jr., Arthur Benson, Tony Baker, Arne Johannessen, Clement Fretty, Werner Ewert, Stanley Ruiz de Chavez, Thomas Dawson, Robert Sanders, Hans Jensen, John Joosen, and Arthur Gerstenkorn.



San Francisco, Calif.—Picture No. 4



San Francisco, Calif.—Picture No. 6

VAN NUYS, CALIF.

The members of local 1913 recently honored their fellow carpenters with longstanding service to the UBC.

Picture No. 1 shows 60-year member Dante Carnesciali.

Picture No. 2 shows 45-year member Harold Johns.

Picture No. 3 shows 35-year members, from left: Charles Morland; Perfecto Suarez; Paul Miller, secretary-treasurer of the L.A. district council; Kenneth Kriek, and Edward Hoey.



Van Nuys, Calif.
Picture No. 1



Van Nuys, Calif.
Picture No. 2

Picture No. 4 shows 30-year members, front row, from left: Anthony Cusimano, Francis Keller, Steve Kresho, William Glynn, and Gennaro Priore.

Back row, from left: Bob Paige, Ralph Lindemuth, Bill Adair, and Isaiah Campbell.

Picture No. 5 shows 25-year members, front row, from left: Ben Marder, William Stoll Sr., Roman Sadowski, Lorendo St. Peter, and Wayne Holland.

Back row, from left: James Almond, Bo Pierson, Joseph Kloiber Jr., Vincent Cirrincione, and Paul Vilja.



Portland, Ore.
Picture No. 2

PORTLAND, ORE.

Pins in recognition of longstanding service were awarded to members of Local 2416 with 25 to 50 years of Brotherhood membership.

Picture No. 1 shows Bruce Watt, left, receiving congratulations and a 50-year pin from Roy Coles, former business representative of Local 2416 and retired executive secretary of the Oregon State Council of Carpenters.

Picture No. 2 shows, from left: George Renner, 35 years; Anthony Jacobinski, 30 years; Roy Jato, 25 years; Norman Buckner, 35 years; Bruce Watt, 50 years; Waldo Stork, 40 years; Lester Kelley, 25 years; Mark Vernon, Local 2416 president; and Issac Bjornsen, 40 years.

Pin recipients not able to attend the ceremony were **35-year members** Jack Critchfield, William De Morgan, Robert Potter, Alvin Wegdahl, and M. Dave Zehner; **40-year members** Gerald Eggleston, John Heaton, and Iles McNeil; and **50-year member** Ernie Bergstrom.



Portland, Ore.—Picture No. 1



Van Nuys, Calif.—Picture No. 3



Van Nuys, Calif.—Picture No. 4



Van Nuys, Calif.—Picture No. 5

Safety Up

Continued from Page 19

bottom and top landings to make sure the cage does not hit the working platform or land roughly.

The companies have demonstrated that their system is safer and more feasible than the standard. The effectiveness of the safety system was determined by a dynamic test conducted at OSHA's request by the National Chimney Construction Safety and Health Advisory Committee. The test revealed that, when the springs were correctly adjusted, the safety clamp was engaged even under the worst conditions, a cable break between the footblock and the hoist. Thus OSHA recognizes, based on the variance record, dynamic test, and investigations conducted at several chimney construction sites by OSHA personnel, that the chimney construction industry cannot comply with certain sections of the personnel hoist requirements and are, therefore, forced to utilize "a special workmen's hoist system" to safely transport personnel to and from the work platform during the chimney construction.

Even though the system is designed by qualified, competent persons, equipped with various personnel features, and safer than the requirements specified in the personnel hoist standard, it is not in compliance with OSHA regulations. As a result, several companies have requested and were granted permanent variances from certain personnel hoist requirements.

If a company is using this system, but has not been granted a variance by OSHA, the company will be given an OSHA citation for violating the standards, even though the system is safe.

Variances are only granted on a company by company basis. A company may request a variance to allow the use of a system. The following companies have already been granted variances: Crown Union, Pullman Power Products, Peabody Continental-Heine, Custodis (the National Chimney Construction Safety and Health Advisory Committee members), and Francis Hankins. Zurn Industries/Tileman and Company, and Airteck-Karrena have received interim relief and Union Boiler and Chicago Bridge requests are being evaluated.

For more information on how to apply for a variance, contact Juanita Jones or Hardy Svenson, OSHA, Room N3656, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 202/523-7193. OSHA is, meanwhile, considering changing the standards to allow the chimney construction industry to use the special "workmen's hoist system" so a variance may not be needed in the future.



Some Things You'll Need to Build a House

Find the words listed below in the block of letters inside the box. The words may run up or down, forward or backward, or diagonally, but they will always be in a straight line.

Puzzle created by Evelyn Whittington, Whittier, California.

ANSWERS SHOWN ON PAGE 30

bathtub	painters	roofers	steps	washbowl
bed	paperhangers	rugs	studding	washer
bricklayers	pipe	rule		was
	plywood		tile	windows
carpenters	plumbers	saw	toilet	wire
cement mixers		shower	trim	
cupboard	refrigerator	sink	two by fours	

doors
drapes
dryer
ducts
electrician

faucets
finishers
fireplace
flooring
frame
furnace
file

glass

hammer
hardware
helpers
hinges

knobs

ladders
lathers
level
lumber
lights

molding

nails

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R F W E C A L P E R I F L S E R
U S I A D W C O L U M B E R C O
G T R L S I A A H I X T V O A F
S O F E E S D S R I G O E O N R
K N I S X D R R H P N H L D R A
B T N U E I E E L B E G T A U M
U W I R U Y M U F L O N E S F E
T O S E R O M T P O S W T S L R
H B H D T B L E N S O E L E E D
T Y E V E R R A A E P R C T R X
A F R R B S A L T S M T N A A S
B O S X R E G N A H R E P A P H
X U E L I T H P T I E E C I S D
G R R W C O D A C O S R P R T O
N S A A K W R I M K I E S D E O
I H W S L I A N W M N L X U C W
D O D H A N O T E I E O E C U Y
L W R E Y D B E N S R R B T A L
O E A R E O P R U L E E X S F P
M R H X R W U S T U D D I N G F
M I R T S S C E G E I R O O L F
A P R O T A R E G I R F E R A O
  
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IN MEMORIAM

The following list of 731 deceased members and spouses represents a total of \$1,291,211.55 death claims paid in March 1985; (s) following name in listing indicates spouse of members

Local Union, City

- 1 Chicago, IL—Arthur Pruyn.
- 5 St. Louis, MO—Herbert Jansen, Herman G. Aeschliman.
- 6 Hudson County, NJ—Anthony T. Sterlacci, Jr., Herman H. Krey, John J. Lynch, Veronica Melega (s), Walter G. Scott.
- 7 Minneapolis, MN—Byrd Norton, Carl Roy Carlson.
- 8 Philadelphia, PA—Martin Evenstad, Steve Condra.
- 9 Buffalo, NY—Carl Herrmann.
- 10 Chicago, IL—Edward H. Riordan, John J. Frazer, Jr.
- 12 Syracuse, NY—Bruce P. Szlosek, Francis Henry, Norman J. Bonner, William H. McRorie.
- 13 Chicago, IL—Charles E. Loss, Phil Dove.
- 14 San Antonio, TX—Anastacio Torres Garza, Gay Boswell, John R. Sansom.
- 15 Hackensack, NJ—Elwood H. Seaman, John Agner, Richard C. Keel.
- 16 Springfield, IL—Glenn H. Patterson.
- 17 Bronx, NY—Dorothy Petersen (s), Ivar A. Sivertsen, Samuel Rodland.
- 19 Detroit, MI—George R. Knott, John Mitzl.
- 20 New York, NY—Alfred Carlson, Donald Meyer.
- 22 San Francisco, CA—Arthur McDougal, Joseph Osullivan, William A. Ross.
- 23 Williamsport, PA—Leon Kosmer.
- 25 Los Angeles, CA—Mahlon L. Taillon.
- 26 East Detroit, MI—Leslie Offenbacher, Lucien E. Daoust, Otto Schreier.
- 27 Toronto, Ont., CAN—Alex Snepsts, Archie Dumsome, Floyd M. Tindall, Paul Pidhoroedeky.
- 28 Missoula, MT—William Dusenbury.
- 30 New London, CT—Emil Salo.
- 33 Boston, MA—Roch Andre Morin.
- 36 Oakland, CA—Fred Mathieu, Irene Lampi (s), Marrell L. Bennett, Odie Bell Maple (s), Walter Sorenson.
- 42 San Francisco, CA—Bruno Flores, Mario J. Villalba.
- 44 Champaign Urbana, IL—Marguerite Lewis (s), Oran T. Kibler.
- 50 Knoxville, TN—John Mann, June C. Lucas (s).
- 51 Boston, MA—Vittoria Crudele (s).
- 53 White Plains, NY—Cornelius W. Clarke.
- 54 Chicago, IL—Joseph Loch.
- 55 Denver, CO—Alfred A. Harder, Althea McCauley (s).
- 56 Boston, MA—Paul J. Burns.
- 58 Chicago, IL—Bert Olson, Henning Johnson, Theodore Roiner.
- 60 Indianapolis, IN—Mable Lydia Cleveland (s).
- 61 Kansas City, MO—Arthur M. Chambers, Claude D. Day, Julius R. Maddox, Margaret Genevieve Hachtel (s), Russell Owens.
- 62 Chicago, IL—Gustaf A. Newgren.
- 63 Bloomington, IL—Arthur C. Kelley.
- 65 Perth Amboy, NJ—Norman P. Vroom, Walter Buhlmann.
- 66 Olean, NY—Claude Albertsman, Eric Carlson, Joseph P. Castiglia.
- 67 Boston, MA—Isabel Sarah Pearson (s), Peter Zubei.
- 69 Canton, OH—Fred L. Richardson, Walter E. Kumpf.
- 73 St. Louis, MO—George A. Sieland, Lester F. Kampschroeder.
- 74 Chattanooga, TN—George H. Hampton, Joe C. McGhee.
- 76 Hazelton, PA—Charles O. Hoppes, Stephen M. Sabol, Walter Wagner.
- 80 Chicago, IL—Harry Andersen.
- 81 Erie, PA—John C. Golden, Thomas M. Wells, Sr.
- 85 Rochester, NY—Joseph Logosh.
- 91 Racine, WI—Joseph Terselic.
- 94 Providence, RI—Alfred Grasso, Frank Siok, James Gavin, Russell Gaisford.
- 98 Spokane, WA—Mary Hazel Dickerson (s), Michael R. Volk.
- 101 Baltimore, MD—John W. Greenwalt.
- 104 Dayton, OH—Daniel R. Cook, Richard E. Zellers, Theodore R. Shank.
- 106 Des Moines, IA—Charlotte A. Angelo (s).
- 107 Worcester, MA—Henry J. Corio.
- 108 Springfield, MA—Ezra Ledoux.
- 109 Sheffield, AL—Henry England, Opal Mitchell (s).
- 112 Butte, MT—Elizabeth J. Ryan (s), Rudolph J. Stehlik.
- 113 Middletown, OH—Clay Dean.
- 117 Albany, NY—Charles D. Quay, Jr.
- 120 Utica, NY—Carl W. Falzarine.
- 121 Vineland, NJ—Veikko W. Lehtonen.
- 124 Passaic, NJ—Ernest Tallia.
- 131 Seattle, WA—Joe Peter Rosetti, Joseph B. George, Jr.
- 132 Washington, DC—Lester Phipps, Michael Tighe, William Haynes.
- 133 Terre Haute, IN—Benjamin Malone, George Guptill, Herman Cork.
- 135 New York, NY—Harry Lazarow, Ralph Felice.
- 141 Chicago, IL—Ingrid M. Bensen (s).
- 144 Macon, GA—Chris Edward Allgood, Edward Smith.
- 149 Tarrytown, NY—Joseph Strobl, Lidano Ciarlo.
- 155 Plainfield, NJ—Elizabeth Griesmeyer (s), Frank P. Riccardi.
- 162 San Mateo, CA—James A. Riechter.

Local Union, City

- 163 Peekskill, NY—Dorothy Bloomer (s).
- 166 Rock Island, IL—Dwight L. Simerman, Shirley June Stone (s).
- 169 East St. Louis, IL—Helen Ganschietz (s).
- 171 Joliet, IL—Robert G. Dalian, Sven E. Ahlvin.
- 181 Chicago, IL—Lucille Christine Parpart (s).
- 182 Cleveland, OH—Joseph D. Pavlick, Louis Mark.
- 183 Peoria, IL—Lloyd T. Newlun, Walter A. Johanson.
- 184 Salt Lake City, UT—C. Leo Christensen, Clara L. Schoonmaker (s), Lester Allen, Odvia R. Fikstad (s).
- 187 Geneva, NY—Jean G. Ferner (s).
- 189 Quincy, IL—Mary E. McGlaughlin (s).
- 190 Klamath Falls, OR—George Schroeder.
- 194 East Bay CA—Louis Gareth Mele.
- 195 Peru, IL—Harry E. Kimmel.
- 198 Dallas, TX—Paris J. Johnson.
- 199 Chicago, IL—Allen W. Halquist, Earl Gordon, Edward Adolph Schwieman.
- 202 Gulfport, MS—Agnes Eula Switzer (s), Robert E. Hawkins.
- 210 Stamford, CT—Harry Olsen, Joseph J. Cimelus, Melba Love (s), Peter P. Minotti, Rigoberto Sanchez, Thomas Zampini.
- 213 Houston, TX—Fred E. Niemeyer.
- 218 Boston, MA—Bradford Parsons, Charles W. Tracia, George W. Parsons.
- 230 Pittsburgh, PA—Lloyd O. Hazlett, William A. Spinewebber.
- 242 Chicago, IL—Glen C. Hall.
- 246 New York, NY—Edward Reinhold, Leo Orsatti.
- 247 Portland, OR—Clarence Luppold, Eber E. Winn, Harry Ahrens, John J. Weiss, Marvin R. Moir.
- 248 Toledo, OH—Kathleen C. Keat (s).
- 258 Oneonta, NY—Donald Campbell.
- 259 Jackson, TN—Fred Jones, Harvey U. Kinzer, James D. Stanfill.
- 261 Scranton, PA—Alfred Crandon, Ina Brong (s), Umberto Dettito.
- 262 San Jose, CA—Walter E. Arancibia.
- 264 Milwaukee, WI—John A. Smalley, Sr.
- 269 Danville, IL—Blanche Thomen (s).
- 272 Chicago Hgt., IL—Arthur Sons.
- 275 Newton, MA—Alexander Bourque.
- 278 Watertown, NY—Frederick J. Nicholl.
- 283 Augusta, GA—Gregory Dean Mingledorff.
- 286 Great Falls, MT—Harold M. Leigland.
- 287 Harrisburg, PA—Alfred C. Messman, C. Barry Miller, Carl E. Larsen, Clayton D. Rupp.
- 296 Brooklyn, NY—Bernhard Edwardsen, Clarence Hanssen, Paul Mathiesen, Ragvald Anderson, Tom Ommundsen.
- 304 Denison, TX—George F. Smallwood.
- 314 Madison, WI—Donald A. Ballentine, Einar Kloppe, James S. Caruso, Raymond May.
- 319 Roanoke, VA—Zera L. Peters.
- 334 Saginaw, MI—Wilmer Meyer.
- 337 Detroit, MI—Alexander Zitz, Stephen Minicki, William Kwiatkowski.
- 338 Seattle, WA—Dale C. Gay.
- 342 Pawtucket, RI—Alfred B. Fortier.
- 345 Memphis, TN—Clifford Burrell.
- 347 Mattoon, IL—Leland V. Foreman.
- 348 New York, NY—George Gillette, Kenric O. Welch.
- 355 Buffalo, NY—Donald Naudasher.
- 372 Lima, OH—Eugene W. Clementz, Merle Lenore Rider (s).
- 374 Buffalo, NY—James Friscaro, Wayne Pihlaja.
- 379 Texarkana, TX—Robert L. Anderson.
- 388 Richmond, VA—Gertrude B. Geffert (s), Lloyd E. Fable.
- 393 Camden, NJ—Walter J. Fewer.
- 400 Omaha, NE—Louis E. Stamper, Paul F. Hand.
- 404 Lake Co, OH—George B. Sauka, Theodore W. English.
- 411 San Angelo, TX—Clarence Franklin Beck.
- 417 St. Louis, MO—Charles W. Marshall, Milton L. Oliver, Stanley W. Mattson.
- 424 Hingham, MA—Roy Andresen.
- 430 Wilkesburg, PA—Ellis B. Garrison, John E. Fairman.
- 433 Belleville, IL—Helen K. Zimmerman (s).
- 452 Vancouver, B.C. Can.—James Dunbar.
- 454 Philadelphia, PA—Alice E. Edwards (s), John Browning, William F. StJohn.
- 458 Clarksville, IN—Goldie Ann Williamson (s).
- 460 Wausau, WI—Thomas Nest, William Havens.
- 469 Cheyenne, WY—C. Burdell Downey.
- 470 Tacoma, WA—Clifford L. McKie, John Imhof, Wayne E. Stotz, Wayne R. Willcox.
- 472 Ashland, KY—Prichard M. Patrick.
- 480 Freeburg, IL—Rudolph Gegel.
- 483 San Francisco, CA—Elsie Winquist (s), Ernest Porter, Leon Grady Moore.
- 492 Reading, PA—John L. Burkhart, Robert D. Wanner, Jr.
- 496 Kankakee, IL—Joseph F. Paulissen, Willis Bennett.
- 500 Butler, PA—Paul L. Cooper.
- 507 Nashville, TN—William R. O'Neal.
- 510 Berthoud, CO—Dave Stoppel.
- 512 Ann Arbor, MI—Johnnie Combs.
- 514 Wilkes Barre, PA—Raymond Cobb.

Local Union, City

- 515 Colorado Springs, CO—John L. Sousek, Lawrence Alvin Ader.
- 527 Nanaimo, B.C. Can.—Arnold J. Smith.
- 531 New York, NY—Fred Gehrau.
- 532 Elmira, NY—Jack E. Gray.
- 535 Norwood, MA—Edward J. Perron.
- 538 Concord, NH—Leo T. Boulay.
- 543 Mamaroneck, NY—Rocco Della Porta.
- 556 Meadville, PA—John C. Schlosser.
- 562 Everett, WA—Leroy Hoffman.
- 576 Pine Bluff, AR—Fannie Virgie Monk Culpepper (s), James Morgan Culpepper.
- 586 Sacramento, CA—Clarence O. West.
- 595 Lynn, MA—Robert Burgess.
- 604 Morgantown, WVA—Lester Kirkland.
- 606 Va. Eveleth, MN—Emil P. Thill.
- 608 New York, NY—Charles Donaghy.
- 610 Port Arthur, TX—Leroy J. Melancon.
- 620 Madison, NJ—Hans Sande.
- 622 Waco, TX—J. Frank Chamblee.
- 625 Manchester, NH—Alfred J. Demers.
- 626 Wilmington, DE—Donald E. Hall, Ronald Maykut.
- 627 Jacksonville, FL—Mane L. Kosciencley (s), William N. Hicks.
- 633 Madison, IL—Manuel L. Pereira.
- 635 Boise, ID—Oscar E. Pearson.
- 639 Akron, OH—Ford C. Henry, Ira William Jones.
- 642 Richmond, CA—Roy Richardson.
- 644 Pekin, IL—Russel R. Lindstrom, Virgil A. Newlin.
- 660 Springfield, OH—Edward C. Rames.
- 665 Amarillo, TX—Capitol M. Cooper (s), Lester E. Powers, William J. Jones.
- 668 Palo Alto, CA—William M. Magner.
- 675 Toronto, Ont., CAN—Salli Marjatta Palomari (s).
- 690 Little Rock, AR—Audrey Odean Morgan (s), Zilmer W. Burnett.
- 700 Corning, NY—Brenda Padgett (s), Fred Lathrop.
- 701 Fresno, CA—George Eulich.
- 703 Lockland, OH—Louis Carl Seeborn, Theodore K. Young, Jr.
- 705 Lorain, OH—Robert Peter Gorr.
- 710 Long Beach, CA—David Gittes.
- 714 Olathe, KS—Everett B. Delana.
- 721 Los Angeles, CA—Eric Nelson, Frank Ciminski, Jr., Helen Nemethy (s), Louis J. Drake, Reinhold Klein, William Bell.
- 722 Salt Lake City, UT—Gilbert Long.
- 727 Hialeah, FL—Lee R. Erickson.
- 739 Cincinnati, OH—Alvin Zimmerman, John B. Smith.
- 740 New York, NY—Harold Christensen, John A. McDonough.
- 742 Decatur, IL—Leone Jane Smith (s), Madeline H. Boren (s).
- 743 Bakersfield, CA—Harold Fink, Karl C. Longacre, Mabel Schowengerdt (s), Myrtie Mae Stamper (s), Oscar Wiedmann, Paul John Conley, Sr.
- 745 Honolulu, HI—Arlina A. Jacinto (s), Janet M. Kawano, Kenneth A. Aoki.
- 751 Santa Rosa, CA—Alfred Kuebel, William Cartwright.
- 770 Yakima, WA—Harriet M. Bacon (s).
- 772 Clinton, IA—Clarence F. Stralow, Robert F. Shumake.
- 785 Cambridge Ont., Can.—Robert Arthur Rayner.
- 790 Dixon, IL—Bessie Marie Roman (s).
- 815 Beverly, MA—Morgan M. Davis, Warren E. Rowe.
- 819 West Palm Beach, FL—Charles Tedder, Ivan W. Wilson, Mazie Winona Varner (s).
- 829 Santa Cruz, CA—Fred Kraft.
- 839 Des Plaines, IL—John V. Macejak.
- 845 Clifton Heights, PA—Carol A. Akers (s), Frances Spiegel (s).
- 848 San Bruno, CA—John Waggoner.
- 849 Manitowoc, WI—Alice Krohn, Edward J. Blahnik.
- 851 Anoka, MI—Louis Martell, Owen McNeary.
- 857 Tucson, AZ—Edmund D. Soper.
- 865 Brunswick, GA—Nellie Mae Bennett (s).
- 870 Spokane, WA—William B. Welch.
- 873 Cincinnati, OH—James Aull.
- 891 Hot Springs, AR—L. L. Beaty.
- 899 Parkersburg, WV—James B. Vineyard, John W. Andrews.
- 902 Brooklyn, NY—Herbert Benson, Stewart Samson.
- 911 Kalispell, MT—Ione Olmstead (s).
- 916 Aurora, IL—Einer Strand.
- 918 Manhattan, KS—Millard J. Heskett.
- 929 Los Angeles, CA—Florence Gardner (s), Lawrence Brooks.
- 932 Peru, IN—Luther Frederick Eis.
- 938 Richmond, MO—Floyd J. Nicholson, Lawrence E. Acree.
- 943 Tulsa, OK—Thomas R. Pennington.
- 944 San Bernardino, CA—Ivan R. Goodwin, James D. Smith, Karl H. Oesterblad.
- 947 Ridgway, PA—Martha F. Heberger (s).
- 948 Sioux City, IA—Elwood Rise.
- 951 Brainerd, MN—Walter J. Franklin.
- 958 Marquette, MI—Tulio J. Chiesa.
- 969 Penn Yan, NY—Nelson Bennett.
- 1506 Los Angeles, CA—Clarence S. ...
- 1507 El Monte, CA—Clayton Burdord, James W. Coleman, William H. Bond.

IN MEMORIAM

Continued from Page 37

Local Union, City

- 977 Wichita Falls, TX—David M. Hodges. Kaid A. Sutherland, O. J. Rickman.
982 Detroit, MI—Ballard J. Hinton, Robert Schneider, Virgil E. Ross.
993 Miami, FL—Charles R. Pollard.
998 Royal Oak, MI—Lavina Slagle (s).
1000 Tampa, FL—Robert M. Cathcart.
1027 Chicago, IL—Carl D. Swanson, Charles Mascari, David Applebaum, Paul Dzieniolowsky.
1043 Gary, IN—Vivian Norris (s).
1044 Charleroi, PA—Edith Smock (s).
1046 Palm Springs, CA—Beatrice D. Duncan (s), Eber Mahlon Bannister, Laura Evelyn Coady (s).
1050 Philadelphia, PA—Frank Araco.
1052 Hollywood, CA—Charles M. Bunch, Stanley L. Pittenger, Wilbur Creech.
1053 Milwaukee, WI—Joseph Wascheski, William R. Wagner.
1055 Lincoln, NE—Raymond Korb.
1067 Port Huron, MI—Angus Bonser, Fred W. Merrill, Frederick C. Morgan.
1074 Eau Claire, WI—Werner R. Olson.
1089 Phoenix, AZ—Victor Durisso.
1093 Glen Cove, NY—Felix Mersky.
1098 Baton Rouge, LA—Frank E. Lee, Leon W. Smith, Robert J. Leduff.
1102 Detroit, MI—Ernest Clemens, Hal W. Davis, Jerome C. Riley, Lloyd L. Matthews, Samuel Erdman.
1109 Visalia, CA—Manuel H. Bettencourt (s).
1120 Portland, OR—Arthur Whitford, Willis J. Douglas.
1125 Los Angeles, CA—Charles E. Raffel.
1134 Mt. Kisco, NY—Annunzio Carrozza.
1138 Toledo, OH—Charles R. Linville, Sr., Shirley M. Joseph (s).
1140 San Pedro, CA—Joseph P. Bell, William H. Harris.
1143 La Crosse, WI—Grace M. Bruha (s), Peter J. Graf.
1146 Green Bay, WI—Joan Vanstine (s).
1148 Olympia, WA—Lola Nelson Hill (s).
1149 San Francisco, CA—Dovie Bassett (s).
1164 New York, NY—Eric Wilkens, Ralph Ericsson.
1172 Billings, MT—Mary Naglich (s).
1185 Chicago, IL—Abraham Beck.
1222 Medford, NY—George J. Babbitt.
1227 Ironwood, MI—Anders Johnson.
1235 Modesto, CA—Neoma Delores Jensen (s).
1240 Oroville, CA—Clifford W. Simmons, David E. Alkire.
1243 Fairbanks, AK—Carl G. Bance.
1245 Carlsbad, NM—Sam J. Bass.
1250 Homestead, FL—Harold Markowitz, Lewis H. Pierce.
1251 N. Westminster, B.C. Can.—Adrienne Smith (s).
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Who once refused to be suppressed by those with greeding scams!

We want to share a common cause, protecting all within;

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Win the dream and keep alive the goals once held so high—

We cannot sublimate our strength behind the Union's cry!

So let us tightly hold together, brothers, sisters, clasp . . .

Bring together tighter grip and fight two-gaters grasp!

Let us fill the inbetweens and share with one another,

Food, or anything we can, to help our Loyal Brother.

Remember ever, those men of old, who sacrificed their all;

To keep conditions for their sons in trust from tyrant's call.

So let's reorganize to fight, not take a lesser stand;

Keep our standards still alive, by joining Union Hands!

A.M. Quinn



LADDER VISE



Valuable time is wasted when a construction or maintenance worker must leave the job-site to find a vise or makeshift method for holding materials. The Bauer Ladder Vise stays on the job with him. The two-part tool bolts quickly to all types of wood, fiberglass, or aluminum stepladders and to many other horizontal or vertical surfaces.

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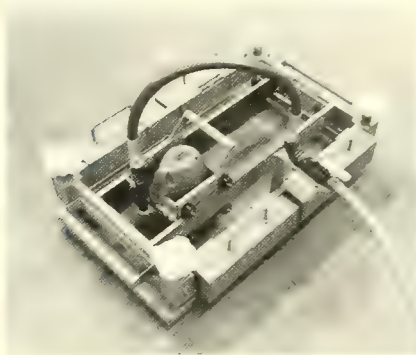
The vise can also be mounted on a tool cart, bench, work platform, scaffold, truck bed—almost any close-to-the-job surface. Heavy-duty, enclosed design and plated steel construction assure long, maintenance-free service.

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INDEX OF ADVERTISERS

Chevrolet	21
Clifton Enterprises	39
Foley-Belsaw	16
Hydrolevel	16
Marsupial Enterprises	24
Stanley Tools	Back Cover

MASONRY GRINDER



Three Pennsylvania Millwrights—Ronald G. McHenry, Roger Crivaro, and Ronald M. McHenry—have developed and are now manufacturing masonry grinders which they call the Sherwood Masonry Grinding System and will rent to millwright contractors and individuals in the industry.

Millwright contractors installing heavy machinery expend many manhours trying to conform to rigid manufacturer's specifications for minimum shim/concrete contact. Most manufacturers of quality industrial equipment specify that shims be level, with no movement and a minimum of 80% contact between shim and aggregate, a condition that is almost impossible to achieve by the traditional method of hand bushing concrete.

The Sherwood Masonry Grinding System seems to be the answer. The three inventors set about creating a machine which is lightweight, easy to operate and productive. Their final working model was able to grind a 6" x 22" surface, large enough for any machinery operation. As the accompanying illustration shows, the grinding system has counterweights and bubble levels to be used as needed, a support base, and an air supply hose (for 90 to 125 PSI air, supplied through dryer/oiler which is shipped with the grinder). Grinder wheels have a 6040 RPM rating and can handle 16 grit concrete.

For more information: Sherwood Masonry Grinding Systems, P.O. Box 465, Murrysville, Pa. 16668 15668 or telephone: (412) 327-3484.

SIDING MANUAL

APA Product Guide: 303 Plywood Siding is a 24-page brochure that includes a selection guide, finishing tips, refinishing and maintenance information, specifications, and application recommendations. Photographs illustrate the pattern and texture features of each siding type. A variety of applications and finishing ideas are also shown.

For a free single copy of this manual, write the American Plywood Association, P.O. Box 11700, Tacoma, Washington 98411 and request **Form E300**.

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

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New UBC Jacket



The Brotherhood is introducing a new-style, official jacket in time for spring and summer. This baseball jacket is kasha-lined with gold, white and blue nylon ribbing at the collar, cuffs, and waist. It also has gold snaps and a gold Brotherhood emblem on the left front. For \$29.00, you can order it in sizes S, M, L, and XL. Write: General Secretary John S. Rogers, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Your Health and Welfare Benefits Are Under Attack

Reactionary tax proposals threaten multiemployer plans. Support of NCCMP needed now.

If you have been a member of the United Brotherhood for the past two or three decades, I need not point out to you how hard we have all struggled, contract after contract, to gain and improve the so-called "fringe" benefits in our labor-management contracts. When industry conditions or employer obstinance denied us sufficient wage increases to keep us abreast of the rising cost of living, we were sometimes forced to settle for fringe benefits.

During World War II, when unions signed no-strike pledges for the duration, and again, during the early 1970s, when President Richard Nixon instigated a wage freeze in an attempt to combat inflation, unions had little recourse but to negotiate group benefit plans which assured their members limited health, welfare, and pension protections.

Fringe benefits have become a major part of the negotiated package at the bargaining table. They are not the so-called "perks" (perquisites, gratuities, or privileges) of management—like the keys to the executive washroom, the private jets, and the annual bonuses.

Instead they have become vital to the livelihood of millions of American and Canadian wage earners and their families. To limit them or remove them would bring economic catastrophe to countless citizens today of all ages and living conditions.

In a recent special report, Robert Georgine, president of the Building and Construction Trades Department, AFL-CIO, and a member of our union, referred to them as "a national treasure." And they are.

Particularly vital to all of us are the multiemployer plans which have come into being in recent decades. Under these plans our construction members, who are forced by circumstance to work in several geographic areas for any number of contractors, now have continuous pension protection wherever they go. They can usually carry with them health and welfare protections, as well. They have what we used to call "portability," something denied to our members years ago, because there was no structure set up by government or private industry at that time to handle health and welfare benefits on a regional or national scale. Many didn't even have Social Security.

Today, multiemployer plans have been established throughout the country. There are reciprocal agreements among these many plans which assure members that they are protected wherever they go. Our union was among the pioneer organizations in helping to establish these multiemployer plans, and we have continued to play a vital role in expanding and perfecting the entire program of multiemployer benefits.

Then, a little more than 10 years ago, we joined with other unions of the Building and Construction Trades in founding the NCCMP—the National Coordinating Committee for Multiemployer Plans. Its purpose was to perfect and protect such plans from attack by anti-union groups or subversive legislation. And the NCCMP was formed none too soon because legislation regarding pension plans and health and welfare plans began flooding the Congress during the 1970s.

As you will remember, until ERISA (the Employment Retirement Income Security Act of 1974) was enacted by the Congress, workers in many industries had little protection from unscrupulous bosses who fired them just before they became eligible for retirement benefits. Disabled workers were often at the mercy of their employers when it came to disability benefits or early retirement. ERISA was a breakthrough for workers in many ways, but, unfortunately, as it was originally drafted, it only had limited protections for multiemployer plans and their special needs.

Consequently, as I mentioned before, NCCMP came none too soon as the first line of defense for multiemployer plans.

In the decade of its existence, NCCMP has been an alert guardian for every multiemployer plan serving UBC members. In succession, your general presidents, Bill Sidell, Bill Konyha, and myself, have served on the board of directors of the organization. In addition, our legislative directors, Peter Terzick, Charles Nichols, and now Wayne Pierce, have worked on Capitol Hill on behalf of union-negotiated health and welfare plans.

Now, this year, we must join a new struggle to protect these hard-earned benefits. Both the U.S. House of Representatives and the Senate are considering legislation that would tax employee benefits. The attack on fringe benefits comes from the usual anti-labor forces who constantly whittle away at the wages and benefits of workers, and it comes also from the Reagan Administration as it attempts to cut the huge federal deficit created by the tax cuts of 1981 and government spending of the past four years.

Taxation of standard health benefits discriminates against workers in hazardous industries, notably the building trades, where health care costs are higher. If these tax proposals become law, pressure to lower taxes by limiting coverage will lead to inadequate health care programs. This is only one of several problems which would be created by taxation of benefits.

There is an alarming legislative trend which has developed in the early 1980s. This trend became apparent during enactment of Congressional debate

on the Tax Equity and Fiscal Responsibility Act (TEFRA) of 1982, which limited favorable tax treatment of employer contributions to health benefit plans. NCCMP was able to moderate provisions of that Act to prevent enactment of such proposals, and it was also able to moderate the provisions of the Act requiring tax withholding on pension benefits and taxation of loans to plan participants. In 1984 NCCMP secured some amelioration regarding the limits imposed by the Deficit Reduction Act (DRA) of 1984 upon deductible contributions to welfare benefit plans. We also obtained an exemption for our multiemployer plans from the burdensome nondiscrimination rules imposed by DRA on welfare plans.

We are currently concerned with the taxes on unrelated "business taxable income" which the Act imposed on welfare plans. I might note that we were also instrumental in getting Congress to include in DRA a provision permitting retirement plans to pay survivor annuities to nonspouse beneficiaries, thus repealing the prohibition against such annuities in TEFRA, the bill passed in 1982.

As you can see, it requires constant vigilance on the part of the NCCMP and the various worker organizations to protect our benefit plans from adverse legislative action. We must have advice of people trained in the administration of pension and welfare plans, attorneys who understand the legal ramifications of pending legislation, and people who can actually do the "leg work" of visiting senators and Congressmen on behalf of the legislation we support. It was gratifying to see so many Brotherhood members turn out in April for the 1985 Building and Construction Trades Department Legislative Conference in Washington and to see their efforts on Capitol Hill on behalf of our legislative program. This is what it takes to protect our various benefit plans.

In addition, it is important that our members visit their Congressmen when they're back in their home districts between legislative sessions. It takes time and money to protect the interests of workers in Washington today. The same is true with regard to legislation proposed in the Parliament in Ottawa.

The National Coordinating Committee on Multiemployer Plans recently issued an appeal for support of its work. Funds and manpower are needed to carry on the work of NCCMP.

I have hardly touched on the many problems facing the National Coordinating Committee as it continues its work. There are tax proposals by the U.S. Treasury which must be debated. The Internal Revenue Service has proposed changes in its regulations. You can be sure that for every group seeking to protect the interests of wage earners and their families there is an opposing group working in Washington and Ottawa to change the situation.

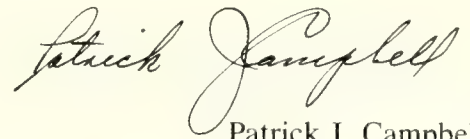
If the efforts of the National Coordinating Committee are to continue, it is vital that it be adequately funded. All local unions and councils of the United Brotherhood which have multiemployer plans covering their members should see that their benefit fund is an affiliate of the NCCMP. By joining the NCCMP as an affiliate, they directly help their members to preserve their contractual benefits.

We must remember that, although these benefits are called "fringe benefits," they are actually nothing of the kind. They are *earned* benefits, negotiated over the years, just like the wages, hours, and working conditions which are negotiated with our employers. Many local unions and councils have dipped into their reserves to pay for retirement benefits and, thus, protect their members.

Associates are asked to contribute *annually* to the NCCMP and many UBC trust funds have done so for the past decade. If your plan is not participating, I suggest you find out why.

Being an affiliate of NCCMP is a two-way proposition. Local benefit funds which join the committee receive all communications issued by the committee regarding its activities. Each affiliate is asked for its opinions on various issues and each is supplied with special data about benefits and receives a newsletter called *NCCMP Update*.

The National Coordinating Committee has been a success from the start. It is important that it continues to serve our interests. This will only be possible if it receives the support of the entire multiemployer community.



Patrick J. Campbell
General President



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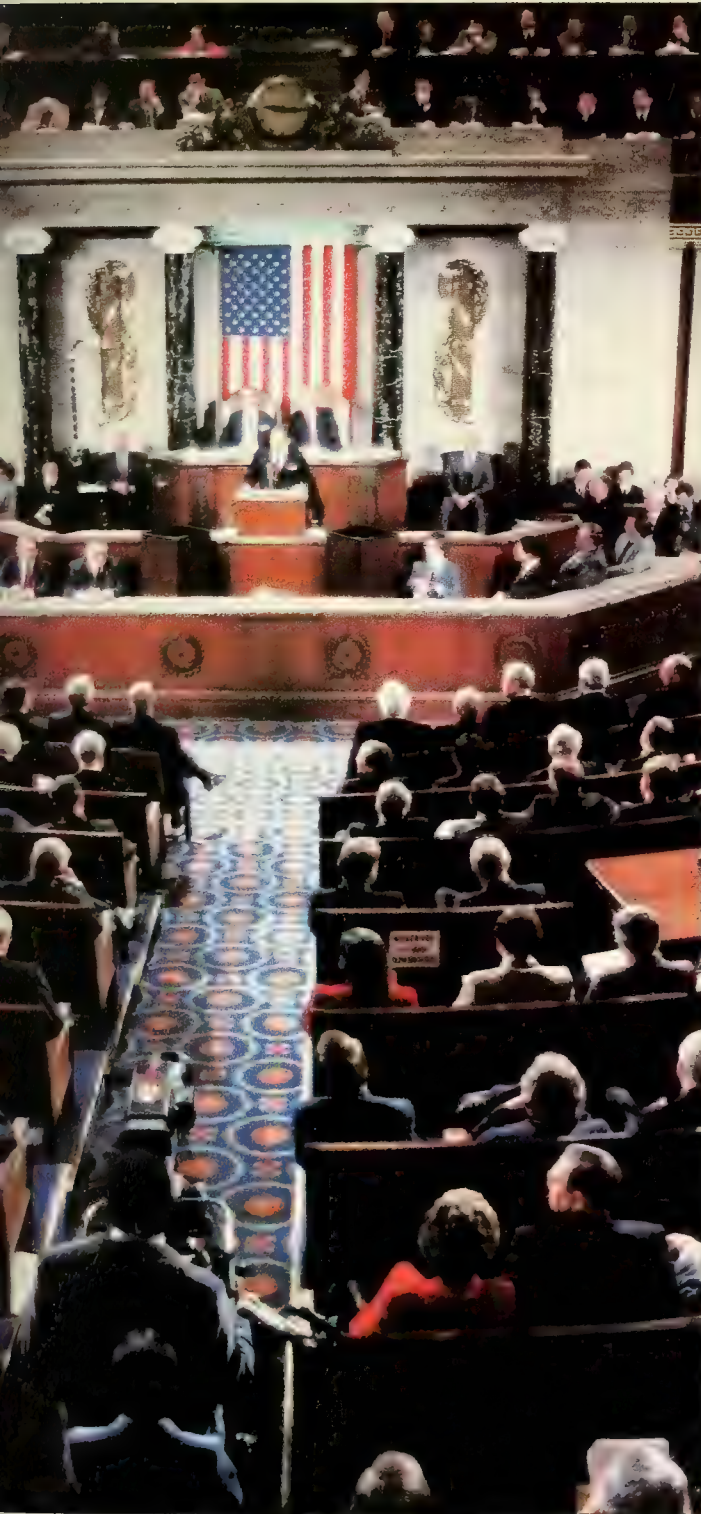
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July 1985

CARPENTER

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ECONOMIC POLICY AND TAXATION START HERE

The U.S. Congress and the Canadian Parliament in Session—See Page 2

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Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

U.S. and Canadian Economic Policies	2
Tax Reform, Reagan Style	4
A Youth Subminimum Wage? What's Wrong?	PAI 7
Support Labor-Management Alliances	9
Eugene Shoehigh Named to Board	9
NLRB Tilts Sharply Against Unions	11
L-P Strike Begins Third Year	12
Union Members Retain Big Advantage	15
Operation Turnaround: Orlando Victory	16
Brown and Root Settles Out of Court	20
Missing Children	20
Fighting Radiation Hazards in Fernald, Ohio	24

DEPARTMENTS

Washington Report	6
Ottawa Report	8
Labor News Roundup	10
Steward Training	14
Local Union News	17
Apprenticeship and Training	21
We Congratulate	23
Retirees' Notebook	27
Consumer Clipboard: Thrift Institutions	28
Plane Gossip	32
Service to the Brotherhood	33
In Memoriam	36
What's New?	39
President's Message	Patrick J. Campbell 40

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THE COVER

The two North American legislative bodies are grappling this month with the economic problems of the Western World. The problems they face are as complex as any which ever faced a major democracy, and you will find a discussion of these problems in the pages which follow.

Of one thing we are certain: Both groups will deliberate under the democratic freedoms of speech and assembly, and both will determine the will of the majority and act accordingly.

To the left of our July cover is a joint session of the U.S. Congress, convened to hear the State of the Union Address of President Ronald Reagan.

To the right is the opening session of the Canadian Parliament, assembled in Ottawa and prepared to study and act upon the proposals of Prime Minister Brian Mulroney. Seated on the dais is Governor General Jeanne Sauvé, representing Queen Elizabeth, and, to her left, her husband. Seated in the center in their red robes are the justices of the Supreme Court.

Members of the United Brotherhood of Carpenters and Joiners of America and other citizens of the United States and Canada will be looking to these preeminent legislative bodies to set the courses of the two ships of state during the years ahead.

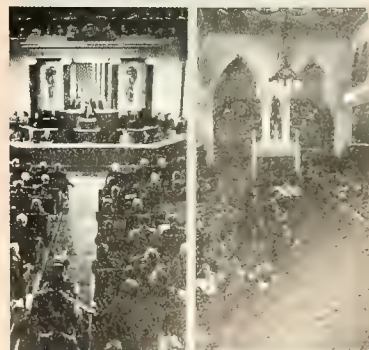
July 1 is Dominion Day in Canada; July 4 is Independence Day in the United States. Both are reminders of our common heritage of freedom.

Parliament photograph from Canapress Photo Service.

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CARPENTER

Official Publication of the United Brotherhood of Carpenters and Joiners of America



ECONOMIC POLICY AND LEGISLATION
The U.S. Congress and the Canadian Parliament

TRICKLE UP

U.S. and Canadian Economic Policies

TRICKLE DOWN

The leaders of the United States and Canada were both swept into office, last year, by what political and media analysts called landslides.

In September, in one of the biggest electoral sweeps in Canadian history, Brian Mulroney and his Tories captured 211 seats in the 282-member Parliament, up from 103 seats in the 1980 general election.

In November, by a similar plurality, President Reagan was returned to the White House by the voters of every state except the home state of the Democratic contender and the District of Columbia.

Prime Minister Mulroney and President Reagan, thus, received from U.S. and Canadian voters what the media folk like to call a mandate.

In the United States it soon became evident to moderate Republicans, however, that the winning campaign slogan, "Four more years," and the campaign promises about no taxes and continued trickle-down prosperity were not enough. The mandate for President Reagan had to be revised.

Donald Regan, then Secretary of the Treasury, presented to the President a lengthy proposal for tax reform—not tax increases, because the President had boxed himself in during the political campaign on that issue—but tax reform.

Will the U.S. President be able to reduce the deficit without new revenue?

Organized labor has urged the Congress to reject the budget proposals of the Administration and the Republican Senate Majority.

"The so-called 'Republican compromise' adds up to a catalog of broken campaign promises and blind mismanagement of the nation's finances," says the AFL-CIO Executive Council. Union spokesmen told the Congress that White House budget proposals do nothing to curb the continuing damage of the 1981 tax cut, "which is the prime cause of the deficit, because it refuses to restore the tax responsibilities of wealthy corporations and wealthy tax avoiders." Without changes in the tax laws to close many of the loopholes, there will be no new revenue or significant reduction of the deficit.

Citing the danger of another recession and rising unemployment, the AFL-CIO Executive Council called for budget, tax, and monetary policies to promote economic growth and to "redress the Administration's unbalanced economic policies."

"The economic recovery has run out of steam" and "signs of an impending downturn are becoming increasingly apparent," the council warned. It cited the weak 1.3% economic growth rate during the first quarter of 1985, which it said shows that "Administration projections have proven overly optimistic."

The now faltering Reagan recovery, the council said, "came at the cost of record high federal deficits, high interest rates, a tremendous increase in U.S. borrowing from foreign sources, an excessive rise in the foreign exchange value of the dollar, and the worst trade deficits in the nation's history."

The unemployment picture, which hasn't improved for almost a year, remains bleak

in comparison with other postwar recoveries, the council said. "In three of the eight recessions since World War II, unemployment never rose as high as the rate now hailed as recovery," it noted.

"Black Americans are still suffering depression level unemployment at 15.3% and Hispanics at 10.3%," it continued.

"The industrial sector," said the council, "has not yet recovered from the devastating recession of 1981-82 and has been drowning under a tidal wave of imports."

The record trade deficit recorded in 1984 is still worsening because an overvalued dollar has made imports cheap and curbed exports, it said. The dollar's exchange value appreciated 87% from July 1980 to March 1985, it noted.

The manufacturing sector has been especially hurt by the high dollar and U.S. firms have been spurred to relocate overseas, it said.

Congress, the council said, must act to rectify these economic imbalances by restoring the fairness and revenue-raising capacity of the tax system.

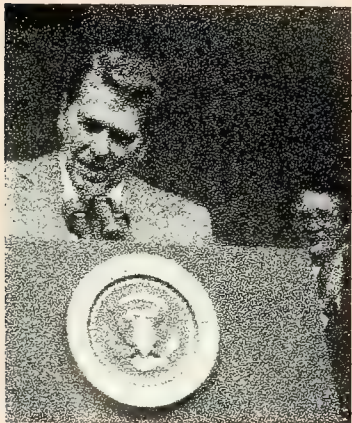
The Federal Reserve Board, it said, should promote growth by providing an adequate money supply and lowering its discount rate in order to lower interest rates and the dollar's "excess appreciation."

It also called for the U.S. to join an international effort "to readjust currency values to more realistic levels and to bring some measure of stability to the exchange rate system."

Further, the council said the U.S. "must adopt a national industrial policy to provide targeted measures to promote new industries and prevent the further erosion of the industrial sector, including rational policies of fair trade."



Wage earners walk up Capitol Hill to talk to their Congressmen about pending legislation. Below, President Reagan delivers an address, as former Labor Secretary Ray Donovan applauds.



Surprisingly, the Regan proposals had some merit for the general population, and the legislative watchdogs of organized labor supported some of the Regan proposals. But then the special interests began to move in, the oil and natural gas lobbyists and the high-tech corporations, to name only two.

Proposals to eliminate the cost-of-living increase in Social Security and trim Medicare and Medicaid drew such an uproar, that the White House budgeteers reluctantly turned to a re-examination of the Defense budget. They, too, finally realized that there is waste in the Pentagon and that defense contractors were padding their bills.

Meanwhile, in Canada Tory promise and Tory performance came under scrutiny. In February at the First Minister's Conference on the Economy the Mulroney government announced a new federal approach to labour market development and stated that it will allocate \$900 million for 1985-86 and an additional \$900 million in 1986-87 for that purpose. Simpler, more flexible, decentralized programs and an integration of training and job creation will be features of the strategy. Details will come later.

President Reagan and Prime Minister Mulroney met for a Quebec Summit in March. They issued a joint statement on bilateral trade:

"We embark today on a joint effort to establish a climate of greater predictability and confidence for Canadians and Americans alike to plan, invest, grow, and compete more effectively with one another and in the global market."

Fine, carefully-chosen words, but the proof will be in the puddings cooked in Ottawa and Washington.

Canada and the United States exchanged U.S. \$118 billion worth of goods last year, most of it tariff-free. The United States sells more to the province of Ontario than it does to Japan or to all of Western Europe; and Canada sells more to the United States than it does to the rest of the world. In 1984 the growth of Canada's exports to the U.S. was more than its total exports to Europe and Japan.

By 1987, over 80% of the traffic will be either duty-free or taxed less than 5%. We live, however, in a time of increasing global competition, and the continuation of the free flow is a matter of great concern in both countries.

Both of the current administrations have been called "business-first" governments. In each case, worker representatives have pleaded for greater concern for the unemployed, the wage earner, and the consumer. We trust that the "trickle up" and the "trickle down" will some day become a steady flow.



A projected Canadian Maple Leaf, symbol of the Mulroney Administration's budget proposals. Below, Prime Minister Mulroney talks with Cardinal G. Emmett Carter about unemployment.



Will the Canadian Prime Minister follow the rocky road of Reaganomics?

A few weeks ago, Canada's Minister of Finance Michael Wilson presented to the Members of Parliament the budget proposals of Prime Minister Brian Mulroney's new administration.

"Today I am putting before this House and the Canadian people a budget of opportunity," he stated. "A budget to encourage private initiative. A budget to build growth and lasting jobs for Canadians."

But is this what the new Canadian budget will do?

A writer for *The Wall Street Journal* remarks, "Canada is about to commit economic suicide in the interest of economic theory." The writer notes that Prime Minister Mulroney's tax proposals, for example, go in the opposite direction from the tax-reform plans of President Reagan. The Parliament in Ottawa is mulling over tax increases at the same time that U.S. tax reform is likely to move in the opposite direction.

"The contrast will provide a fascinating experiment," *The Wall Street Journal* comments.

The Canadian "experiment" really began in 1982-83, when the U.S. reduced marginal tax rates. At that time Canada tried to stimulate market demands with money growth and with little concern for the federal deficit.

Individual tax brackets and deductions in Canada have been indexed since 1974; when the cost of living changed, the tax structure changed. There are no gift or inheritance taxes, except in Quebec. The social security tax has a relatively low ceiling. Contributions to savings plans are deductible, as they are now in the U.S. with IRAs (individual retirement accounts) and Keogh Plans. Corporate tax rates are generally lower, depreciation is accelerated, and Canada offers partially refundable tax rates credits of 7%

to 50%.

Before the first Reagan tax reductions, the Canadian economy performed at least as well as the U.S. economy. The gross national product grew 3.9% a year from 1970 to 1981, compared with a growth of 2.7% in the United States.

However, Canada's national debt now stands at \$200 billion, and each year's deficit adds to that debt. Over the past three years the national debt has grown 75%, while, during that same period, the national economy grew only 25%.

"We have reached the point where the federal government is forced to borrow over \$20 billion a year just to meet the interest payments on past debt," the finance minister states. "Put another way: whereas it took one in eight tax dollars to cover the interest on the national debt 10 years ago, it takes more than one in three tax dollars to pay interest on today's debt. Interest costs on the debt now equal almost 80% of personal income taxes collected by the government. The debt has grown so big that the level of the deficit is highly dependent on interest rates. A one percentage point change in interest rates has a \$1 billion impact on the deficit."

This seems to be where the Reagan and Mulroney administrations part ways a bit. Mulroney's government has decided that "economic growth alone will not end this debt spiral." The old "trickle down" theory of economics, promoted by President Reagan and the Republicans, whereby prosperous corporations and wealthy investors get most of the tax benefits and incentives, and these excess profits, somehow trickle down to the middle and lower classes, has not

Continued on Page 19

TAX REFORM

Reagan Style

The President has generously labeled his tax package a "Second American Revolution." While some elements of the proposed legislation represent changes for the better, as a whole, the Reagan package still favors the wealthy instead of the worker.

Ronald Reagan's highly-publicized campaign to put his personal imprint on the American tax code is being touted by the White House as an attempt to right a system that the President contends is "running roughshod over Main Street America."

The Reagan tax plan, which is just now beginning to wend its way through Congress, is prominently billed as a tax simplification program . . . a plan that will eliminate many of the frustrations and snarls of the present tax filing process. And it is billed as a plan that will cut the taxes of millions of Americans while simultaneously closing many of the loopholes that corporate America has generously enjoyed in recent years.

But beneath the rosy Reagan rhetoric, there is concern that the Reagan plan—despite the inclusion of several noteworthy changes and progressive reforms—is tilted heavily in favor of the wealthy at the expense of workers.

"While our initial examination indicates that a number of the features of the President's program have merit, his proposals fall well short of the major overhaul needed to end the unfair preferential treatment given stock and real estate speculators, oil and gas developers, banks and corporations," AFL-CIO President Lane Kirkland noted.

He said it was "unfortunate that the Administration has backed away from some of the more equitable of its earlier recommendations" contained in the so-called Treasury I plan issued last fall—a reference to that plan's elimination of most individual tax shelters as well as special corporate tax breaks in the 1981 tax legislation.

Although Reagan's tax proposal has been offered as a tax cut for most of the people, millions of middle income Americans will pay higher taxes while the vast majority of wealthy Americans will pay less. Its impact would fall

FORM 1040

It is a sneaky way for the Reagan administration to raise about 30 billion dollars to reduce its horrendous deficits without being perceived as increasing taxes, which the President promised in the election campaign he wouldn't do."

— GOVERNOR MARIO CUOMO of New York

FORM 1040

While our initial examination indicates that a number of features of the President's program have merit, his proposals fall well short of the major overhaul needed to end the unfair preferential treatment given stock and real estate speculators, oil and gas developers, banks and corporations."

—AFL-CIO President LANE KIRKLAND

unevenly on middle income Americans, with tax cuts going primarily to non-itemizers while those with deductible expenses will face tax increases.

While the Reagan plan would indeed cut personal tax rates—the existing 14 tax brackets would be trimmed to just three—the President's proposals would also tax important employee benefits, saddle many states with increasing financial burdens, and quite possibly increase a federal budget that is already out of control.

If Congress were to approve the Reagan proposals intact, the result would be a loss of some \$11 billion to the federal treasury during the five-year period 1986–90.

Martin Feldstein, noted economist and a former chairman of the Council of Economic Advisers during Reagan's first term, has already warned Congress of the inherent dangers of this aspect of the Reagan tax package.

"It would be a fiscal disaster if (this) tax reform became a deficit-enlarging tax cut," Feldstein recently told the House Ways and Means Committee. "An increase in tax revenue is definitely needed to reach the desirable goal of cutting the deficit . . . and reaching a balanced budget by early in the next decade."

A swirl of controversy has also developed over the Reagan proposal to eliminate the long-standing deduction for state and local taxes.

The proposed elimination of this deduction has generated an uproar among state officials large enough to jeopardize the entire package. They argue that the deduction is necessary to allow high enough state and local taxes to finance important government services.

Governor Mario Cuomo of New York termed the proposal "a sneaky way for the Reagan Administration to raise about \$30 billion to reduce its horrendous deficits without being perceived as increasing taxes, which the President

promised in the election campaign he wouldn't do."

White House officials contend that elimination of the state tax deduction—which will net \$149 billion for the Treasury over the next five years—is the only way tax rates can be cut. Matthew Coffey, executive director of the National Association of Counties, doesn't see it that way and labels the proposal "the most important fight that has come along for local government since the income tax was established."

The big losers under the Reagan plan would be middle-income taxpayers who itemize their deductions and live in high-tax states. Taxpayers with earnings between \$20,000 and \$50,000 would get the smallest tax cut—an average of only 7% across the board.

Those who are unemployed, however, and receive above \$18,000 for compensation, would be taxed under the Reagan plan. Workers would also pay tax on employer-paid health-insurance premiums up to a maximum of \$25 a month, or \$300 a year for family plans. It is estimated that 56% of all families are covered by employer-paid health insurance. Once again, Reagan has left workers with a disproportionate share of the tax burden.

As a whole, the Reagan tax plan does in fact contain some provisions which advocates of a more progressive tax system have been seeking for years. But those gains are overshadowed by special interests and the affluent who still come across as the big winners in the Reagan package.

Rep. Dan Rostenkowski (D-Ill.), who chairs the House Ways and Means Committee, signaled the battle that lies ahead in the debate over tax reform that will dominate Congress' work for the rest of the year.

"The Democrats will not give the President's reform plan a rubber stamp," Rostenkowski warned. "If anything, it's a starting point."

The tax debate has just begun.

FORM 1040

It would be a fiscal disaster if tax reform became a deficit-enlarging cut. An increase in tax revenue is definitely needed to reach the desirable goal of cutting the deficit to 2 percent of (gross national product) by 1988 and reaching a balanced budget by early in the next decade."

—MARTIN FELDSTEIN, Former Chairman of the Council of Economic Advisers

Proposals Which Affect Wage Earners

Although Reagan's plan includes a tax cut and an increase in the personal exemption, it also includes provisions that may cancel out these benefits, such as the repeal of the second-earner deduction for married couples. There are several major points in the President's plan that will have a direct effect on workers.

■ A reduction of the present tax system's 14 different rate brackets to three—15%, 25%, and 35%. The top rate falls on income above \$70,000 on joint returns, the lowest rate on income below \$29,000.

■ An increase in the personal exemption from \$1,040 to \$2,000.

■ Repeal of the second-earner deduction for married couples. This means loss of the special deduction: 10%, up to \$3,000 of the lower-paid spouses earnings.

■ Taxation as income of part of employer-paid health insurance premiums up to a maximum of \$25 a month, or \$300 a year for family plans and up to \$10 a month, or \$120 a year for single coverage. It's estimated that 56% of all families are covered by employer-paid health insurance.

■ Taxation of the full amount of unemployment compensation and workers' compensation. Jobless workers would pay tax on the compensation if their total income is above \$18,000 if they are married or above \$12,000 if they are a single filer.

■ Repeal of the deduction for state and local taxes. The major loss would be to taxpayers who itemize the deduction now allowed for state and local property, income, sales, and personal-property taxes.

■ Limitation of deductions for interest, except for mortgage interest on a principal residence. The value for that deduction, however, would be worth less because tax rates would be lower. Deductions for other personal interest would be limited to \$5,000 above investment income.

Washington Report



MOVE TO ERODE DAVIS-BACON

The U.S. Senate has endorsed a proposal which would undermine the 54-year-old Davis-Bacon Act prevailing wage protections by exempting most military construction projects.

On a 49-49 vote, the Senate failed to approve an amendment offered by Senator Edward M. Kennedy (D-Mass.) to remove the exemption from the Senate's defense authorization bill. A House defense authorization bill approved earlier does not contain the exemption.

AFL-CIO Building and Construction Trades President Robert A. Georgine said organized labor will press to keep the exemption out of the final measure that emerges from a House-Senate conference committee.

Georgine said the exemption provision, if enacted, would "deprive thousands of workers of prevailing wage protections and would not, in real terms, save the federal government any money because they will be using substandard craftsmen to do the work."

The Senate provision, sponsored by Senator Phil Gramm (R-Texas), would exempt military construction projects of less than \$1 million from Davis-Bacon. The Congressional Budget Office estimated that 95% of all military contracts and 40% of the dollar volume of those contracts would be exempted under the Gramm amendment.

It also would change the way prevailing local wage rates are determined by requiring that the prevailing wage be pegged to wages paid to 50% or more of the workers in a particular occupational classification in a local labor market rather than the existing 30% standard. Also, it would prohibit using urban pay rates to determine rural rates in an area and vice versa.

ARIZONA STANDARDS O.K.

Arizona's job safety and health plan has received final approval from the Occupational Safety and Health Administration. The approval means that OSHA formally relinquished its standards and enforcement authority in areas covered by the state's program on June 20. The Arizona plan covers safety and health in the private and public sectors.

PART OF INCOME NONWAGE

About \$22.50 of each \$100 of monthly household income received by Americans comes from government payments or is earned in interest, dividends, or rents, according to a quarterly Census Bureau survey of 84 million nonfarm households. The remainder, \$77.50 of each \$100, is provided by wages, salaries, and self employment earnings. Household income averaged \$2,260 a month in the second quarter of 1984, the reference period for the latest data.

After earnings, the three most important sources of household income were: interest, dividends, and other asset income; Social Security (including railroad retirement); and pensions other than Social Security. Asset income provided about \$8 of every \$100 received monthly, Social Security about \$7, and other pensions about \$4. Property income constituted 7.7% of total monthly income, while company or union pensions made up 1.5%.

Households in the lowest monthly income group (below \$600) received about \$43 of every \$100 from Social Security and only \$20 from working at jobs and businesses. Households with monthly incomes of \$5,000 or more received \$80 of every \$100 from employment and \$14 from asset income.

REAGAN'S BROKEN PROMISES

It may be that President Reagan has broken so many campaign promises that he wants to find out if he has kept any.

At any rate, a popular document in Washington is a 58-page list of Reagan's promises made during last year's campaign, published by the Democratic Congressional Campaign Committee.

The White House asked for a copy and was told the price was \$10. A U.S. Treasury check was sent to the Democratic committee.

The Washington Post speculated that the President may want to check Pages 27 and 28 in the book to recall the promises he made on Social Security. He had promised not to cut benefits and not to touch the cost-of-living adjustment; and he has since violated that promise.

ANNIVERSARIES NOTED

The year 1985 turns out to be a multiple anniversary year for the American labor movement and individual unions. It's the 50th anniversary of the CIO and also the 50th anniversary of the United Auto Workers, the nation's largest production union. On the legislative side, it's also the 50th anniversary of two landmark laws, the Social Security Act and the Wagner Act, which for the first time guaranteed workers the right to organize unions of their own choosing and bargain collectively.

OSHA/ENVIRONS NET MEETS

The OSHA/Environmental Network will hold its third annual convention in Washington July 16-17. The network, a broad coalition of labor and environmental groups, was formed in 1981 to work for occupational health and safety and environmental protections.



A Youth Subminimum Wage?

What's Wrong With the Idea

When the Fair Labor Standards Acts of 1938 was enacted, it was described as "a floor under wages, a roof over hours, and a break for kids."

It was the last major piece of New Deal legislation. Roosevelt's support in Congress was weakening. Labor wanted a strong law. Southern Democrats demanded a differential. The bill was being watered down, stirring Roosevelt's anger.

Roosevelt called on all his skills to get the bill passed. Senator Claude Pepper was in a tough fight for renomination in Florida. FDR's aides got financial help for him in return for fighting speeches for the wage-hour law to influence votes in Congress. It worked. Pepper won big and a discharge petition got 218 signatures in the House in a matter of hours.

That was nearly a half-century ago and employers in search of cheap labor have been seeking a subminimum wage ever since.

The Reagan Administration's proposal for a Youth Employment Opportunity Wage (YEOW) of \$2.50 an hour during the summer for teenagers 16 through 19 was unveiled at a recent Senate hearing.

Labor Secretary William E. Brock made the best case he could for a proposal that was shaped before he took over the Labor Department.

Brock expressed deep concern over the intractable problem of youth unemployment, calling it "unacceptable" and "inexcusable." The jobless rate is

over 17% for teenagers and about 50% for minority youth in the inner cities.

The key to solving youth unemployment, Brock said, is to break the "no experience, no work" cycle. Training is part of the solution and perhaps the best long-term answer, he said.

But training is not now part of YEOW. Brock was leading into praise for such programs as the Job Training Partnership Act, which targets over \$2 billion to youth and is primarily controlled by business. His agency also provides \$825 million to the states to fund 770,000 summer jobs for disadvantaged youth.

Brock presented estimates done by YEOW's supporters showing that the subminimum wage would create 400,000 new summer jobs. He said about two-thirds would come in grocery stores, service stations, hotels and motels, educational services, and entertainment and recreation services.

AFL-CIO Legislative Director Ray Denison presented the counter arguments against YEOW. He told the Senate panel that labor opposes the subminimum because it discriminates against workers based on their age, it would not create jobs, it would displace older workers, and past wage subsidies and subminimums have not alleviated youth unemployment.

Denison noted that the current federal minimum wage of \$3.35 an hour has become a subminimum wage. One measure is as a proportion of the average wage paid to production workers. In the 1950s and 1960s, the federal

minimum was 50 to 60% of the average wage. In 1978, when the minimum was raised in steps, it was 48%; today, it is less than 40%. To return the minimum wage to the 1978 relationship, it would have to be \$4.10 an hour.

Denison said there are 6 million workers now employed at or near the current minimum wage. These "working poor," women and black adults, would be threatened by the cheaper labor of teenagers at \$2.50 an hour.

Labor expressed its support for H.R. 671, sponsored by Rep. Augustus Hawkins (D-Calif.), because it builds on tested programs which successfully placed low-income youths in part-time jobs during the school year and fulltime jobs in the summer. Education and training are an integral part of the Hawkins bill.

Hawkins opposes the YEOW bill, saying, "Putting a shovel in teenagers' hands without giving them schoolbooks as well will not work." He said he would be willing to work with Brock if the Administration wanted to be serious about cracking the teenage unemployment problem and agree to combine work, education, and training.

Brock told the Senate panel he would be open to any experiments, any new approaches to solve the youth unemployment problem.

But the subminimum wage idea should go back into mothballs. It tells teenagers that they are subminimum. It is an idea whose time has passed.

Ottawa Report



CONSUMERS LOSE INCOME

Trends toward lower wage settlements and the replacement of full-time employees with part-timers are stripping Canadian consumers of the extra income needed to stimulate the demand for goods and services, union spokesmen say.

On the other hand, employers say lower wage costs will allow them to become more competitive, increase sales and thus create more jobs.

Federal Labor Department statistics show that the average level of base rate increases provided by major wage settlements was 3.6% in 1984 down from 4.7% in 1983 and 10.2% in 1982.

The inflation rate, as measured by the consumer price index, was 4.4% in 1984, 5.8% in 1983, and 10.8% in 1982.

"The decline (in wage settlements) maintains the downward trend which began after settlements peaked at 13% in 1981 and was, in large part, precipitated by moderate levels of inflation, double-digit unemployment rates (averaging 11.3% on a seasonally adjusted basis over 1984) and public sector restraint programs," the department said in releasing its statistics, which covered 552 major collective agreements and 1.2 million workers.

"There were a total of 136 agreements settled in 1984 calling for a wage freeze or cut in the first 12 months of the contract term, almost double 1983's total of 71," the department said.

The heaviest pressure was exerted on workers in Alberta and British Columbia "where, in relative terms, two of every three public sector settlements . . . and three of four in the private sector froze or cut wages in the first year of the contract."

FOREST JOBS LOSE TO MACHINES

A report by the Ministry of State for Economic and Regional Development predicted that by 1991 one quarter to one half of all manufacturing jobs and one quarter of all business and financial service jobs in Canada could be lost as businesses invest more in machines than people. Here are the trends. From 1956 to 1960, there were 233 jobs in forestry for every \$1 million of equipment. Between 1976 and 1980, this had fallen to only 57 jobs for \$1 million in real terms. In manufacturing, the figures are 122 jobs down to 48; in construction, 406 down to 208. And forestry, manufacturing, and construction have been the mainstays of employment in this country.

ENTERPRISE ZONES

Enterprise zones won't be set up in Canada until the country figures out what's at stake and what role government should play, says a senior official in the industry ministry.

"Federal-provincial rules are not clear," says Martin Abrams, director-general of framework policies in the department of regional industrial expansion—Sinclair's Stevens ministry.

"We want to insure that the investment is new investment and doesn't displace other investment," Abrams said.

He said he had not seen many evaluations of the zones showing the number of jobs created.

Abrams added that some bureaucrats are concerned the zones may proliferate because all provinces and municipalities will want them and eventually the whole country could become a special zone.

Stevens said the federal government is looking at the possibility of setting up "commerce zones" with special investment incentives across Canada.

A confidential federal government paper is reported to say that the zones could range from tax-free havens to free ports such as Shannon, Rotterdam, Hamburg, Hong Kong, and Singapore.

JOBLESS AID EXPENSIVE?

Unemployment insurance costs employers too much, and Ottawa is looking at ways to make it cheaper to hire people, Finance Minister Michael Wilson said recently.

Mr. Wilson said the federal Government wants to reduce inefficiencies in the unemployment insurance system and make costs to employers, especially small businesses, more equitable.

The Finance Minister challenged business to do more for the economy—and warned interest groups to expect less from government.

Some business officials, he said, don't seem to have realized they are just as responsible as government for getting the economy moving. The Government is building an economy "in which Canadians not only should expect less of government, but more of the private sector."

He said Canadian businesses cannot afford not to invest in research and development, as well as employee training and breaking into export markets.

Mr. Wilson also complained that the strength of interest groups—he refused to specify which ones to reporters later—has been hampering reform of Government spending and will likely continue to do so. He said the groups will have to learn to live with budget cuts, once the Government has decided how to distribute the reductions equitably.

EATON BOYCOTT SPREADS

Hundreds of unionists marked International Women's Day by picketing T. Eaton Co. stores in London, Ont., and in Toronto. Some 1,500 members of the Retail, Wholesale and Department Store Union, 80% of whom are women, have been on strike at six of the company's Southern Ontario stores since Nov. 30, 1984, in an attempt to gain a first contract. The strikers have received strong support from other Canadian unions.

Support Local and State Labor-Management Alliances, Lucassen Tells Alabama Governor's Conference

If labor and management want to generate economic growth at the local and state level, they must form a working alliance for progress, First General Vice President Sigurd Lucassen told the 1985 Alabama Governor's Labor-Management Conference, meeting May 28-30 in Eufaula, Ala.

"Joint effort is the backbone of such an alliance," he emphasized. "I believe that this type of cooperation is a more productive way of generating economic growth than efforts to restrict collective bargaining or simply lowering workers' living standards in the hope of becoming more 'competitive'."

Lucassen stated that acceptance and respect for collective bargaining is absolutely essential for a successful labor-management alliance, and he pointed out that in his own home state of New Jersey, unionization and hourly wages are higher than the national average and yet the alliance there has been highly successful.

Lucassen was invited to discuss with conference participants the success of the New Jersey Alliance for Action, a labor-management committee which he serves on as first vice chairman and which has become a role model for other states. He was introduced to the conference by the UBC's Alabama State Council Secretary Carrol Daughtery. Serving on a panel to receive questions regarding statewide alliances were Norman Walton Jr. and Donell Crowder.

The first annual conference was called by Gov. George Wallace, who was the luncheon speaker on the opening day. Governor Wallace was introduced by the state commissioner of labor, Allen Pate, a former apprenticeship and training leader of the United Brotherhood. The conference was cosponsored by the U.S. Department of Labor's Bureau of Labor-Management Relations and Cooperative Programs, the Alabama Department of Labor, and the Federal Mediation and Conciliation Service.

Approximately 250 invited participants in the conference assembled at Lakepoint State Park Resort in Eufaula. The UBC was represented by a dozen local, state, and international leaders, including, besides Vice President Lucassen, Commissioner Pate, and State Council Sec. Daughtery, Fourth District Board Member E. Jimmy Jones; Herbert Mabry, Georgia State AFL-

CIO; Horace Moore of the Alabama State and Jefferson County Councils; Representative Walter Darnell; District Council officers Robert A. Clark, W. F. Griffin, Michael LeMay of Local

109, Sheffield, Ala.; Calvin Garrison of the Birmingham, Ala., Carpenters and Millwrights Joint Apprenticeship and Training Committee; and Spurgeon Styles, UBC training staff.



UBC Resident Officers gathered in General President Campbell's office to witness the swearing in of the new Fifth District Board Member, Gene Shoenigh. Pictured, from left, are General Secretary John Rogers, President Campbell, Shoenigh, First General Vice President Sigurd Lucassen, General Treasurer Wayne Pierce, and Second General Vice President Anthony Ochocki.

Eugene Shoenigh Named to Board, Succeeds Leon Greene in District 5

Eugene W. Shoenigh has been appointed Fifth District Executive Board member by General President Patrick J. Campbell, taking the place of Retired Board Member Leon Greene.

Shoenigh, a lifelong resident of Omaha, Neb., was initiated into Carpenters Local 253 in 1958. In 1959, he transferred his membership to Millwright and Machinery Erectors Local 1463, Omaha, Neb., the local to which he still belongs.

In 1967, Shoenigh was elected secretary-treasurer/business representative of the Nebraska State Council of Carpenters. He was in charge of the preparation and arrangements for the

statewide apprenticeship contests, and for the International Carpenter Apprenticeship Contest held in Omaha, Neb., in 1973.

General President Emeritus William Sidell appointed him General Representative in 1972, a position he held for 13 years. From 1978 to 1983, Shoenigh maintained active status as a staff member of the International Apprenticeship Contest.

Shoenigh served in the United States Navy during World War II, 1942-1947.

He and his wife Joan have four daughters and one son, a fourth-year apprentice with Carpenters Local 400. They have two grandchildren.

Labor News Roundup

Court bars 'R-T-W' Law enforcement in Idaho, pending 1986 ballot test

A state district court judge in Boise, Idaho, has blocked immediate enforcement of a harsh "right-to-work" law enacted earlier this year over the veto of Democratic Governor John Evans.

Judge Robert G. Newhouse of the state's 4th District Court said evidence presented by the Idaho AFL-CIO raised "serious questions" as to whether the "emergency" cited by the Republican-dominated legislature in a provision for immediate enforcement of the law existed.

Under the state's constitution, Newhouse said, there must be a genuine emergency to bypass usual legislative procedure, "not just wishful thinking" on the part of the legislature.

Unless Newhouse's injunction is overturned by the state supreme court or further court action, enforcement of the law is barred until voters decide the issue in a 1986 ballot referendum, according to state constitutional law.

A coalition of AFL-CIO affiliated unions, the Teamsters, and other independent unions earlier conducted a successful petition campaign to put the issue on the 1986 ballot.

Idaho State AFL-CIO President Jim Kerns praised the court ruling and said the union coalition will put together a program to show the public that the law "doesn't give new rights to workers but actually removes rights of workers in their relationships to employers."

Citing past rejections of "right to work" by Idaho voters, Kerns said, "We believe that when people really understand that this is union-busting, they will reject it like they did before."

Labor, church groups urge Brock to issue field sanitation rule

More than 30 labor, church, and civil rights groups have petitioned Labor Secretary William E. Brock to reconsider the Occupational Safety and Health Administration's recent denial of a field sanitation rule for farm workers.

"Never in the history of OSHA has a decision been made which was so clearly contrary to the weight of the evidence," the petitioners charged. They said OSHA Chief Robert A. Rowland "ignored and contravened the advice of his own professional staff members," expert health and

medical consultants, and the country's most prestigious medical societies in refusing to issue a federal rule to require that agriculture employers provide toilets and clean water for their workers.

The groups said the 13-year record of the case in OSHA hearings and court battles is filled with instances of farm workers poisoned by pesticides and suffering parasitic and infectious diseases. In 1984, at least two farmworkers died from heat stress for lack of water.

The petition was endorsed by the AFL-CIO, its state central bodies in North Carolina, Ohio, Oregon, Pennsylvania and Texas, and the United Farm Workers.

Other endorsers included the Farm Worker Justice Fund; OSHA/Environmental Network; U.S. Catholic Conference; United Methodist Church; Episcopal Diocese of New York; American Friends Service Committee; Disciples of Christ; Rural Coalition; League of United Latin American Citizens; and Workers Defense League.

Federation pledges support to embattled family farmers at D.C. meeting

America's struggling family farmers and their workers have "a strong mutual interest" in a fair tax system, lower deficits and interest rates, fair prices for farm produce, and curbs on the power of giant agribusiness, the AFL-CIO said.

The Federation's Executive Council pledged labor's active support for programs to "strengthen rural America and assure a fair return to America's working farm families."

The leaders of the two main organizations representing the nation's family farmers met in Washington with AFL-CIO officials.

Nearly 300,000 farmers have been forced out of business in the past four years. Today, one-third of the nation's family-sized farms are in serious financial trouble.

The council said President Reagan's proposed end to basic farm support programs would result in "more farm bankruptcies, fewer family farms, and more domination of agriculture by big business giants."

The AFL-CIO has proposed:

- Fair price, production, and income policies that enable family farmers to earn a decent living without loading benefits on giant agribusiness or tax-shelter operations. The benefits of farm income-support programs should be limited to family farmers.

- A moratorium on farm foreclosures until realistic debt restructuring can take place.

- Curbs on foreign buying of U.S. farmland, limits on the growth of corporate agribusiness, and curbs on commodity speculation.

- A federal board, similar to the Canadian Wheat Board, to handle foreign sales of U.S. grain.

- Establishment of commodity reserve stockpiles to stabilize prices.

- Health standards for imported foodstuffs equal to those set for domestic products and labeling as to the country of origin.

- Encouragement of farm cooperatives.

- Federal reclamation laws to encourage family ownership and discourage land speculation.

- Assurance of health and safety, housing and sanitary facilities, fair wages and working conditions, and the right to organization and collective bargaining for all farm workers.

Tough sanctions against South Africa should target 'preventive detention'

The AFL-CIO has urged Congress to approve tough economic sanctions against the South African government until its repressive preventive detention laws are repealed and its racist apartheid system is dismantled.

Testifying before the Senate Foreign Relations Committee, AFL-CIO Secretary-Treasurer Thomas R. Donahue applauded the "intent, spirit, and actions" of the anti-apartheid bill being considered by the committee and a companion bill in the House.

But Donahue said the federation was concerned about the failure of the bills to address the damage inflicted on the black South African trade union movement by preventive detention laws under which many union activists have been held without charges.

"It is not enough to bring external pressure to bear on the South African government," Donahue said. "Change must come from within. But such change will not come unless the democratic forces within South Africa—preeminently the black trade union movement—are able to organize and effectively represent the will of the majority. It is therefore imperative that we do all we can to remove the coercive impediments to their exercise of freedom of association," he said.

Donahue also warned against loopholes and delays that might permit South Africa to "escape the full effect of sanctions by piecemeal measures that stretch out for years the complete elimination of the apartheid system" of racial segregation and discrimination.

The legislation would ban new loans to the South African government, prohibit new investment there, ban the importation of South African gold kruggerands, and forbid the sale of computers and parts to South Africa.

The measure permits the President, with congressional approval, to waive certain sanctions if the white-minority government takes steps to dismantle apartheid.

NLRB tilts sharply against unions, study finds

Majority of cases decided in favor of employer

Workers and their unions are up against a stacked deck in dealings with the National Labor Relations Board.

That's the conclusion of a study by the AFL-CIO Lawyers Coordinating Committee of NLRB decisions since September 1983, when President Reagan's appointees first made up a majority of the five-member labor board.

The study is most detailed for the first year of the Reagan takeover, but a 1985 update shows the pro-employer tilt has become even worse.

The first-year of a Reagan majority saw 60% of contested unfair labor practice and representation cases decided in favor of the employer. For the first three months of this year, 65% of all such cases—nearly two out of three—were decided for the employer.

Perhaps not entirely by coincidence, the increase in the already pronounced employer advantage came after the term of the last holdover NLRB member had expired and all three board members were Reagan appointees. Two other Reagan appointees nominated this March have just been confirmed by the Senate.

The lawyers' committee, made up of attorneys representing AFL-CIO affiliates, compared the first 12 months of a Reagan-appointed NLRB majority with the pattern of comparable periods in the two previous presidential administrations.

Chosen for comparison were the Murphy Board, when Republican Betty Murphy chaired the NLRB during President Ford's Administration, and the Fanning Board, under Democrat John

Fanning during the Carter Administration. Their records were compared with that of the Dotson Board, under Reagan-appointed Donald Dotson.

The Dotson Board's record from September 1983 through August 1984—the first year of a Reagan-appointed majority—showed 60% of all contested unfair labor practice and representation cases decided in the employer's favor.

That contrasts sharply with the 27% of cases decided for the employer by the Fanning Board in 1979-80 and the 29% for the employer by the Murphy Board, in 1975-76. All of the members of the Murphy Board were either appointed or reappointed by Republican presidents. Three of its members, in fact, had been or subsequently became management attorneys.

The AFL-CIO lawyers' group noted that the decision-making pattern of the NLRB did not change significantly during the two previous changes of administration.

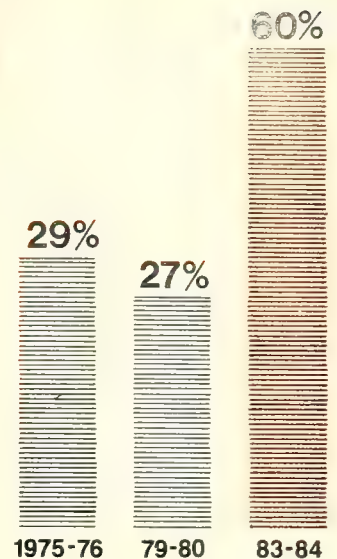
"It is only since the Reagan appointees attained a majority that the ideological biases of the board members have resulted in a major shift in the board's rulings," the report stressed.

The pro-employer tilt in the case-by-case decisions that come before the NLRB was matched over the period of the Reagan majority by policy reversals that overturned established precedents—in virtually every case to the disadvantage of unions.

AFL-CIO Associate Gen. Counsel David M. Silberman observed in a recent speech that the findings of the

study show the changes in board policy are not merely "a cyclical swing to the right."

"To the contrary, the current board is radically different from its predecessors, Republican and Democratic alike, in the anti-union bias it brings to even the run-of-the-mill cases."



From September through August, year after year, the NLRB considers labor-management disputes. The percentage of contested unfair practice cases and representation cases decided favorably to the employer's position has more than doubled.

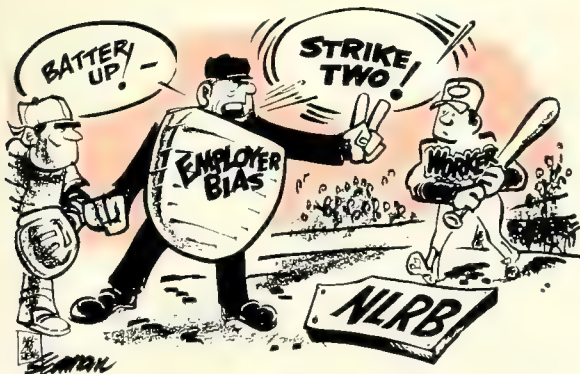
Labor Counsel Warns of NLRB Confidence Loss

The record of the National Labor Relations Board under Chairman Donald Dotson has been so one-sided that union members and their leaders are losing confidence in the agency, AFL-CIO Associate General Counsel David Silberman told a labor-management conference in Kentucky recently.

The labor attorney told his audience that the Board's new approach to labor-management issues ultimately will prove harmful to employers and the public at large as well as to workers and their unions. If union members lose confidence in the agency and in the rule of law, he stated, they will look to economic muscle to achieve their goals.

"Most union lawyers already are advising their clients that it is futile to seek the aid of the NLRB and that they are better served by seeking other means of redress," said Silberman. "This is precisely what the Wagner Act (The National Labor Relations Act) was designed to do."

"The short of the matter is that the principal responsibility for administering the Wagner Act has been entrusted to a man who is hostile both to the fundamental purposes of the Act and to labor organizations which seek to promote those aims."



Continued on page 38

Louisiana-Pacific Strike Begins Third Year; Support for Strikers and Consumer Boycott Grows

June 23, 1985, marked the second anniversary of the strike at Louisiana-Pacific Corporation by 1,500 UBC members. The strike began two summers ago, when L-P, insistent on wage and benefit rollbacks, broke from the industry bargaining association and forced a strike in an effort to bust its workers and their union.

The two-year strike has demanded

much of the strikers and their families. There has been great personal and material sacrifices by those who continue to fight the big forest products company. Despite the trials of the long fight, one thing is clear: As the determination of the L-P strikers to win this fight has intensified, so has the support provided the strikers by Brotherhood members throughout the country.

"The strike will continue because L-P appears willing to pay any price to operate union-free, and because we intend to finish what we've started," stated Patrick J. Campbell, UBC general president. "In continuing to fight hard against L-P's union-busting, we've shown L-P that the Brotherhood is ready, willing and able to fight for its members' livelihoods."

WHAT THE L-P FIGHT IS ABOUT

L-P Strikers

"I've lost a lot; my house and savings are gone. Our efforts are to secure decent working conditions, decent benefits, and self-respect. What we have done is to stand up for a better way of life for all working men and women." *Richard Engle, 30, married, three children, 10 years with company.*

"We're committed to this strike. It's been necessary to maintain the job security and the standard of living we've worked so hard for over the past several years. It's required a lot of sacrifice. We've not been able to buy the types of food the family needs. It was necessary to stand our ground because a lot of people can't live on the wages L-P would like to pay." *Paul Williams, 43, married, one daughter, 13 years with company.*

L-P Management

"Our view is that if we could have the perfect world, we would go back to the work ethics of the '20s and '30s, when that European 'full day's work for a full day's pay' was not only the right but the privilege of individuals, and get everybody thinking about individual performance again, rather than this mass collective protectionism." *Gerald Griffin, L-P's Director of Corporate Communications, October, 1983, Channel 8 TV, Portland, Oregon.*

"Unions provide security for the lowest common denominator so that all members—no matter how little personal effort they wish to put into their jobs—are safe." *Harry A. Merlo, L-P Chairman and Chief Executive Officer, Foresight magazine.*

ANNIVERSARY BOYCOTT PUSH

On June 22, the second anniversary of the L-P Strike, a large number of UBC members took to the L-P boycott line to continue the intensified boycott activities initiated on May 4, "L-P Boycott Day." As was the May 4th handbilling, which alone added another 100 stores to the list of lumber retailers which have removed L-P wood products from their stores, the June 22 boycott activities were a tremendous success.

"It's encouraging to see the number of members and affiliates participating in the boycott campaign grow each week," said Campbell. "The key to the boycott's success is simple: Each local has got to identify a store in their area selling L-P products, 'adopt' that store, and conduct boycott activities until the product is removed."

The results from the June 22 boycott actions bring to nearly 500 the number of stores no longer selling L-P wood products as a result of strong consumer support of UBC boycott actions.

"On the second anniversary of the L-P strike, one thing should be clear to L-P: What they thought was a fight with 1,500 strikers is a fight with Brotherhood members nationwide.

"Another thing they should have learned by now is that we're going to finish what we start. We're never going to let go!"

—Patrick J. Campbell, General President

L-P Waferboard Expansion Slowed By Operating Permit Revocations

L-P has run into serious problems in Colorado with its waferboard program due to excessive levels of air pollution emissions at its new waferboard plants in Olathe and Kremmling, Colo. The Colorado Department of Health, early last month, revoked the mills' operating permits following stack tests which showed that excessive amounts of particulates, formaldehyde, and carbon monoxide were being emitted from the plants. Despite assurances by L-P to local officials and residents that the mills were two of the cleanest in the country, the stack tests proved otherwise.

L-P experienced early permit problems at the mills when the Colorado State Council of Carpenters revealed during the public-comment period for the initial air emission permit that formaldehyde was to be used in the waferboard manufacturing process. L-P had failed to inform the state in its permit application that formaldehyde was to be used at the mill.

The revocation of the two waferboard mills' operating permits is a major setback for the company. L-P announced at its recent shareholders' meeting that it would build 25 of the plants in an effort to capture a large portion of the multi-billion-dollar plywood market. Financial institutions such as State Farm, Merrill Lynch, and other large investors have made large investments in L-P stock based on what they see as a strong future for waferboard. The environmental problems experienced with waferboard manufacturing in Colorado may dampen investors' enthusiasm for the company's stock.

L-P Handbills On Wall Street

Brotherhood members from New York City and the West Coast handbilled the New York and Pacific stock exchanges on Monday, June 24, to inform investors of the continuing dispute. L-P stock is traded on both exchanges. Handbills distributed to tens of thousands in the financial districts conveyed the Brotherhood's commitment to the fight and detailed the strike's financial impact on the company to date. Both sites were picketed in March of last year when a gathering of 1,500 Brotherhood members on Wall Street initiated the UBC corporate campaign against L-P.

Louisiana-Pacific's union-busting strategy is a Losing Proposition

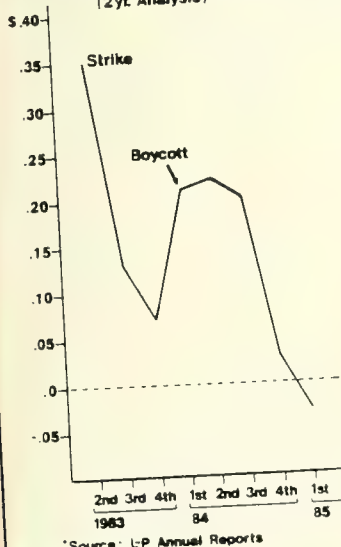


The facts and figures tell the story

L-P's 1st Quarter '85 Performance vs. Industry Performance

Sales		Profits		Operating Margins	
L-P	↓ 12.0%	L-P	↓ 91.0%	L-P	0.9%
Industry	↑ 6.0%	Industry	Even	Industry	4.0%
Return on Invested Capital		Return on Equity		Price/Earnings Ratio	
L-P	2.0%	L-P	2.5%	L-P	37
Industry	7.5%	Industry	9.2%	Industry	13
12 Month Earnings Per Share					
L-P	\$.54				
Industry	\$2.68				

L-P Quarterly Earnings per Share*
(2yr. Analysis)

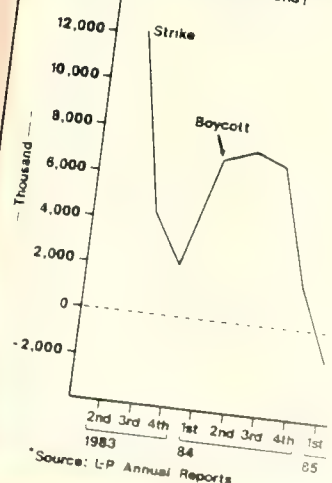


*Source: L-P Annual Reports

REMINDER

L-P-X, L-P Forester and Weather-Seal products (which are produced by UBC members) are not included in the consumer boycott of L-P products.

L-P QUARTERLY NET INCOME*
(from operations)



*Source: L-P Annual Reports



Portland, Me.

Steward Training

The UBC's two steward training courses—"Building Union" for construction members and "Justice on the Job" for industrial members—continue to be valuable and popular training resources for local unions. Here are reports on three such courses held in recent weeks.



ONEONTA, N.Y.

On April 2, 71 members of Local 245 and four members of Local 258 completed the UBC steward training program "Building Union" and received certificates of completion. The instructors were Aaron Seward, B.R., and Kevin Thompson, task force representative.

Participants in the training sessions were:

Local 245—David Stinard, George Likens, Timothy Kessler, Kelly Mallette, Donald F. Starr Jr., Kenneth J. Honour, Kenneth Reid, James K. McCormack, Richard F. Sabia, Mickey Weaver, Rodney Weaver, Tim Harrington, Jerry L. Ryan, Wm. R. Knicklebine, Robert Heap, Jeffrey Feik, Gary A. Hadden Sr., Gregory Sherburne, Bobby Hoblitz, Curtis C. Nolette, David A. Perrotti, Richard A. Warga, Roy A. Torrey, Arthur Torrey, Dennis Kenney, Russell Rowlands, Margaret Smith, Glen Brewster, William J. Wells, Andrew McKay, John Loret, Robert Naden, Jeff van der Krake, James Kehoe, Rocco V. de Angelo, Dennis M. Gage, Clint L. Ritch, Bill Ward, Clark E. Andrews, Ron Jones, Eugene Guardiano, Ralph Leonard, Edward van Steenburg, Arene J. Oines, Wendy Zvirzdin, Rosalie Shipman, Gary Johnson Sr., David J. Reuter, Joshua C. Touby, William C. Christiance, William P. Greene, Robert Rowley, Gregory Olive,

Above
and right:
Oneonta,
N.Y.



AUGUSTA, GA.

A steward training seminar was conducted recently for Local 283, Augusta. Participants are shown in the photograph. Front row, from left, David Frambes, F.S. and B.A.; Jaymount Calhoun; Don Hopper; and Jeff Pollard. Back row, from left, Wayne Patten; Jerry Johnson; Richard Bender; Bill Worthington; Treasurer; and Walter Darnell, Task Force Representative.



Augusta, Ga.

William H. Lein, Louise Sinniger, Montanna Wilber Sr., J. Ronald Singleton, Ronald H. Richer, Scott Worden, Thomas Brown, Michael Melius, Edward McHenry, Martin Haviland, George Kimber, Clare H. Gibbs, Lawrence R. Palmer,

Dudley J. Morgan, Walter P. Raeder Sr., Gregory S. Miller, Alan Ray Porter, George Bevins, Carl Cable, Thomas J. Maylon.

Local 258— Ronald Hulbert, Lawrence Closs, Peter Riker, Ruth Knapp.

SANTA ROSA, CALIF.

Twelve members of Local 751, Santa Rosa, completed a stewards training course recently.

The class was conducted by task force organizer, Ken Viscovich, assisted by the executive secretary of the North Coast Counties District Council, Frank Morabito.

From left, in the front row, Ken Viscovich, Frank Morabito, Wilbert Kane, Herb



Bradford, Joe Johnstone, and Randy Gordon; back row, Mike Irwin, Laura Mason,

John Hadzess, Don Cutter, John Curry, Tom Post, Bill Abel, and John Madden.

Union Members Retain Big Advantage in Value of Pay, Fringe Benefits

An AFL-CIO analysis of government data on union contract settlements in the first quarter of the year and over the past 12 months concludes that union-represented workers still do much better than non-union workers.

As of the end of March, union members averaged \$11.64 an hour compared to \$9 for non-union employees, a difference of \$2.64 in wages alone.

The spread in total compensation costs—wages and fringe benefits combined—was even greater, \$17.64 for union workers compared to \$12.11 for non-union workers, or a difference of \$5.53 an hour.

NON-UNION 'DUES'

The smaller paycheck is the "dues" the non-union worker must pay, Federation Economist John Zalusky said.

Zalusky's analysis is based on the value of paid leave, retirement plans, insurance, and merchandise discounts as well as wages.

The Bureau of Labor Statistics reported that negotiated pay increases under major agreements—those covering 1,000 or more workers—in the first three months of 1985 turned upward, yielding an average first-year wage increase of 2.8% compared with 2.3% in the previous quarter and an average of 2.4% for all 1984 settlements.

Over their full term, the first-quarter contracts provide annual increases of 3%, compared with an annual average yield of 1.5% for agreements reached in the final quarter of 1984 and 2.4% for all major settlements last year.

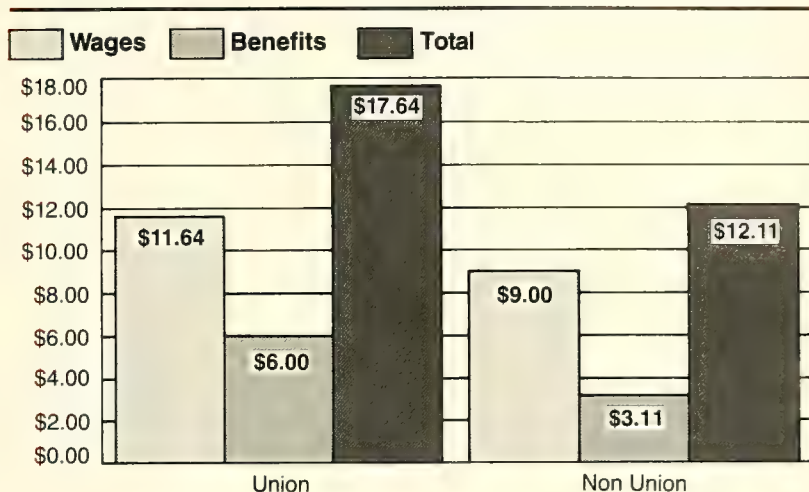
The BLS report is based on 47 major contracts covering 173,000 workers.

For the 12 months ending in March, BLS found that employer cost for total compensation increased 4.8% for all civilian workers. Private sector compensation costs rose 4.4% over the period and local government compensation costs increased 6.3%.

Breaking out the data to show the union/non-union differential, Zalusky noted that while the rate of increase in total compensation costs for union members, 3.5%, was less than that for non-represented workers, 4.9%, the figures do not tell the whole story.

"Much of what is being negotiated today is not wages," he observed. "Lump-sum payments, employee stock

**Union and Non Union Wages and Benefits
First Quarter 1985**



ownership plans, profit-sharing plans, employee job security plans, and other benefits that do not have an easily determined value were negotiated during this period but would not be included in the above values as wages or in some cases, as benefits.

"Direct lump-sum payments were a part of a number of settlements that followed the auto and aerospace patterns. These are not treated as wages in these reports as they do not affect benefits such as paid vacations, pensions and overtime as wages do.

"Yet they are a cash payment that is used as a wage."

Zalusky said the BLS series on settlements "needs to be rethought because it doesn't reflect current bargaining." For this reason, he said, union members are getting more than what the BLS data reflect.

TIME FACTOR

Other factors also account for differing increases in wages and benefit costs between union and non-union workers, he noted.

The average length of union contracts is 30 months, "and that creates a time lag in the ability of unions to renegotiate and react to changes in this economy."

Zalusky noted that settlements seem to have plateaued with fewer contracts resulting in compensation cuts or freezes. Manufacturing settlements seem to be

Continued on Page 38

Unionists are more educated

Union members are more educated and a greater proportion of them hold white-collar jobs than the general U.S. population, according to statistics recently reported by the AFL-CIO's Committee on the Evolution of Work.

For example: 16% of union members did not finish high school, compared to 28% of the general population; 44% are high school graduates, versus 39%; 39% (vs. 33%) have attended college and 21% (vs. 16%) have completed college degrees, polls commissioned by the committee show.

Fifty-eight percent of union members (vs. 34%) see their work as "a career, not just a job," and 41% of union members are in white-collar jobs, vs. 33% of the general public, according to the same polls.



Orlando Local 1765 Volunteers Score Major Organizing Victory

New Energy Center Goes Union

There are many would-be organizers who profess to know "the only tactic" that works in organizing non-union construction workers today. One commonly held belief among these individuals is that so-called "bottom up" organizing (i.e. organizing workers on the job site) is a waste of time.

However today's active construction organizers know there is rarely a *single* approach that pays off. Only the application of *every* possible organizing angle compounding one another affords the likelihood of victory. While it is true non-union contractors are often able to convince the NLRB that an election is fruitless due to the limited duration of a project, nonetheless, forcing a contractor to hire attorneys and expend management time and energy defending against the union is a victory in itself. The more organizers can cost the non-union contractor to do business, the less competitive that contractor is with our fair employers.

One good example is a recent victory achieved by Orlando, Fla., Carpenters Local 1765's Construction Volunteer Organizing Committee (CVOC). State Council Organizer Larry Hujo established the committee, which has been instrumental in boosting the local's membership by more than 12% during the past year.

After lengthy city council political maneuverings, the Curtis Stanton Energy Center, just outside of Orlando, was scheduled for largely non-union construction. Construction cost for the coal-fired units was about \$600 million. The first major phase (piling and subfoundation work) was let to non-union firms. Organizing the construction of this power plant was considered crucial to the future of union carpenters in the area.

Initial efforts were directed at Miser Marine Construction, Inc., which was responsible for driving some 8,000 concrete pilings at the site. The com-

pany, a large firm working throughout the Southeast and Caribbean, is almost entirely non-union. Organizer Hujo conducted extensive research on Miser and held numerous meetings with their local employees. Since few Miser workers had ever belonged to a union, Hujo determined that a thorough and basic education in trade unionism was essential. Persistence paid off. Miser's employees signed authorization cards, stuck together and won an NLRB election. However, due to the company's delay tactics, bargaining is still in progress.

The larger and more complex campaign occurred later against subfoundation contractor M.A. Mortenson Company of Minneapolis, Minn. While Mortenson operates union shops in some areas, they expect to run open shops in other parts of the country. Such were their intentions in Orlando. Since Mortenson's foundation work was to be carpenter intensive, Central Florida District Council

Executive Secretary John Oglesby called for organizing assistance from the Florida State Council of Carpenters Organizing Program. Together, agents and organizers mapped a campaign plan to organize Mortenson employees. The

Continued on Page 30



UBC leaders participating in Florida's Operation Turnaround included: From left, Pete Oxarart, business agent, Local 1765; Bob Ozinga, former director of organizing, Florida State Council; Bob Whitley, business agent, Local 1765; John Oglesby, executive secretary, Carpenters District Council of Central Florida; Larry Hujo, organizer. The Florida State Council Project Agreement is held by Organizer Hujo.



Participants in the Florida state program at Orlando. Kneeling, from left, Roy Edan, Ted Tuskowski, Rik Watson, Russ Bishop, Ray Perkins, and Jerry Jennings. Standing, from left, Glenn Knapp, Phil Hall, Barry Faulkner, Kevin Roach, Richard Collins, and Doug Fears.

Not pictured: Darrell Dornbush, Wesley Kirby, Randy Baker, Mark Bennett, Fred Anderson, Steve Armstrong, John White, Gary Fowler, Edward Dyson, Fred Robertson, Dan Kenney, Richard Horwath, Charles Bates, William Lewis, Roger Face-mire, and Lawrence Gray. Not shown, Joe Visconi.

LOCAL UNION NEWS



Plaques that pay tribute to San Francisco Area labor leaders were on display in the rotunda of San Francisco's City Hall—their first stop on the way to a permanent home in that city's Labor Hall of Fame.

UBC Leaders First in San Francisco Labor Hall of Fame

The first three plaques to be displayed in the San Francisco, Calif., Labor Hall of Fame were unveiled at San Francisco City Hall, April 16. The three memorials paid tribute to pioneer leaders of the United Brotherhood—Joseph O'Sullivan, Chet Bartalini, and Joe Cambiano.

The plaques were on temporary display in the rotunda of the city hall, where guests heard Joe Grigsby, representative of the Bay Counties District Council, introduce Vice Mayor James Lazarus, who praised San Francisco's history as a labor town, and Supervisor Louise Renne, who promised support for the Hall of Fame.

Anthony L. Ramos, executive officer of the California State Council, spoke of the contributions of the three men who were honored.

The plaques will be shown in other locations in the Bay area until a permanent site is selected.

Recorded on the three plaques were the following personal histories:

JOSEPH CAMBIANO

1885–1975

"Joe Cambiano, born in Turin, Italy, in early childhood came with his immigrant parents to the New World. As a young man in 1903, he joined San Jose Local 262, learning the millman's trade. Active in the Santa Clara County Building Trades Council throughout World War I, he transferred to San Mateo Carpenters Local 162 during the turbulent open shop years. Earning his spurs in labor's fight against the repressive 'American Plan,' in 1928, he helped charter the California State Council of Carpenters—serving as President for 30 years. He became a UBCJA General Representative in 1937, and member of the Brotherhood's General Executive Board, 1954–1962. While active at the international level, he helped organize Local 745, Honolulu, Hawaii—today, one of the largest carpenters' units in the United States. Like many unionists, Cambiano reached out to civic projects such as the City of Hope and Boys Town. During long retirement years,

he was blessed with many great grandchildren; as well, he enjoyed visits with 'old-time' Brotherhood members throughout the West."

JOSEPH MICHAEL O'SULLIVAN

1902–1984

"Joe O'Sullivan, born in County Kerry, Ireland, learned the joiner's trade early from his father. As well, the youth committed himself to the Irish Republican Army. Like many patriots who served the cause of independence, he was impelled, in 1924, to migrate to America. Joining San Francisco Carpenters Local 22, he became immediately active in the fight to maintain job conditions and a living wage. Agile and aggressive, he led fellow tradesmen in their battle to keep unionism alive through the open shop era. With the resurgence of labor during the New Deal period, Joe won the office of Local 22's business agent in 1935. Providing effective leadership in this local until retirement (1977), he also found time for duties on the Building Trades and other councils. During World War II, he enlisted as a Navy Seabee. In retirement, O'Sullivan was especially active in Irish community causes. Additionally, he shared his wide experiences with historians who have probed labor's institutions and traditions."

CHESTER R. BARTALINI

1903–1968

"'Chet' Bartalini's life as a unionist spanned a half-century. Starting work in the coal mines of Southern Illinois at an early age, he joined the United Mine Workers of America. During the mid-1930's, he helped organize the independent Progressive Miners of America. Journeying to California, he entered Oakland Carpenters Local 36 in 1936, soon becoming its Recording Secretary. Active as a rank-and-file member in contract negotiations, he was elected Secretary-Treasurer of the Bay Counties District Council of Carpenters in 1950. For nearly two decades, he led fellow craftsmen in health

and welfare, holiday and vacation, pension and shorter work week advances. Elected President of the State Council of Carpenters in 1958, he helped restructure this body to cope with new issues: effective political action, advancing technology, ethnic consciousness, challenging ecology. This public commitment led to appointments to the California Industrial Correction Commission and the State College Board of Trustees. Bartalini's untimely death robbed the Brotherhood of a devoted and articulate leader."

Job Security in Westinghouse Talks

Job security protections topped the list of union goals as bargaining opened last month with Westinghouse Electric Corp. Two local unions of the United Brotherhood, representing approximately 1,100 members, are concerned—Local 3130, Hampton, S.C., and Local 1615, Grand Rapids, Mich.

The IUE, the IBEW, and the United Electrical Workers (UE) launched the initial talks with the company, since they cover the largest number of workers (26,000) under a three-year contract, which expires July 21.

All other Westinghouse workers are covered by 10 unions, including the UBC, which negotiate as the General Electric-Westinghouse Coordinated Bargaining Committee.

A rally in support of the national negotiations was held recently at Local 3130's union hall in Hampton. Speakers included Jo Ann Whittington, business representative for the Hampton, Orangeburg & Vicinity District Council; International Representative Ray White, and Richard Wierengo, secretary of the Michigan Council of Industrial Workers, who services UBC Westinghouse Local 1615 in Grand Rapids. Both Whittington and Wierengo have been attending G.E.-Westinghouse Coordinated Bargaining Committee meetings in Washington in preparation for their locals' negotiations.



Nova Scotians Work Coast Guard College

The recent Canadian Coast Guard College expansion is providing much-needed employment for members of Local 1588, Cape Breton Island, N.S. Most of the construction work is being performed by Joneljim Concrete Construction, owned and operated by Local 1588 members Nelson Latimer and Jim Kehoe.

The new residence will house some 250 students, increasing the capacity of the college to 375.

Union Busting Attempt Fails

Twin City, Minn., Cabinet Makers Local 1865 will continue to represent the employees of the Shaw Lumber Company as a result of an NLRB election held on May 10, 1985. Shaw Lumber Co., by its agent Berens and Associates of Omaha, Neb., filed a petition with NLRB indicating the Local 1865 no longer represented a majority of the Shaw employees. Yet when the ballots were counted, the vote came out 11 UBC, 6 no union.

While this is a small unit, Twin City area members feel that they've made inroads to ending Berens and Associates union-busting success in their area.

Local 1865 has over 900 members working in Minneapolis/St. Paul-area cabinet shops, millwork shops, store equipment and fixture shops, truss plants, wooden window shops, door plants, aluminum window shops, plywood and veneer operations, plastic laminate shops, box plants, walk-in cooler manufacturers, elevator builders, and building supply centers.



Above, John Fifoot and Alfred Martell lay shingles on the Coast Guard College. At upper right, members working on roof construction are Nelson Latimer, Wayne Latimer, Harvey Sharpe, John Marsh, and Harold Landry.



Left: Two members of Local 2092, Emerson, Ark., Recording Sec. Ozie Combs and Pres. Floyd Warren, Jr., busy on the membership drive. Right: Willie Robinson of Local 2271, Stamps, Ark.



Rep. Ed Fortson with six members of Local 2016 Corning, Ark. From left, Fortson, Lynn Massey, Gertrude Tobey, Steve Turpin, Bernice Russell, Wayne Switzer, and Wayne Hunt.

Arkansas Success With '85% in '85'

UBC industrial locals in Arkansas have scored initial successes in the Southern Industrial Council's 85%-in-'85 membership drive. UBC Representative Ed Fortson reports four new members in Local 2289, Lewisville, Ark.; five new members in Local 2016, Corning, Ark.; ten in Local 2092, Emerson, Ark.; and three in Local 2271, Stamps, Ark.



Members of Local 2289, Lewisville, Ark., working with "85% in '85." From left, front row, James S. Turner, Johnnie W. Walker, Maurine Brown; back row, Dawney R. Smith and Cleve Tatom.

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Continued from page 3

worked and/or does not work fast enough in Canada.

All indications are that President Reagan has not yet come to this conclusion himself. He came to tax reform only when it became obvious that depreciation allowances and tax write-offs for corporations would not, by themselves, create jobs for the millions still unemployed.

Organized labor is re-evaluating its relationship with the Tories in the wake of the Mulroney budget. One of the problems is that Mulroney has come in with what might be called a small-business strategy instead of a jobs strategy. There are capital gains advantages and other advantages offered to small businesses on the assumption that they will take some of the jobless off the streets.

Finance Minister Wilson is evidently cool to the idea of direct job creation. He has frozen the amount of federal money going to job-creation plans at \$900 million. This is roughly \$190 million less than the total spent by the former Liberal government.

Labor does like Wilson's announcement that no changes would be made in the Unemployment Insurance system without a public review. Further, Wilson announced an 18-month extension of the system's variable entrance requirements, which allow workers in high unemployment areas to work fewer weeks and still qualify for unemployment insurance. (The minimum requirement remains 10 weeks.) UI premium rates will be maintained at \$2.35 per \$100 of insurance earnings for employees.

At 10.5%, unemployment in Canada is far higher than in the U.S., and the Canadian dollar has dropped in value as compared to the U.S. dollar.

James McCambly, president of the Canadian Federation of Labor, said that the new budget does lay the groundwork for job creation, but "it's very pro-business" and that it is "not nearly as fair as it was made out to be."

Job Discrimination Because They Could Not Speak Spanish

Two Miami, Fla., women, turned down for janitorial jobs because they did not speak Spanish, were discriminated against and must be hired and paid back wages. Janet Launceford, executive director of Dade County's Fair Housing and Employment Appeals Board, ruled that Florida Building Services was guilty of discrimination on the basis of national origin for refusing to hire Beverly Barnes and Shirley Drayton because they were English-speaking citizens.

Left-Hander Gets Job Back by Going To Circuit Court

Left-handed bias cost a grocery chain \$136,700. Work rules of Jewel Food Stores in Naperville, Ill., required that left-hander Crystal Sagen check out groceries with her right hand, which made her work harder and slower. Previously she was one of the company's fastest clerks. When harassment forced her to quit, she sued. A Du Page County Circuit Court jury, all right-handers, awarded her \$18,323 in lost wages and an additional \$118,377 in punitive damages.

Channel Stores Are Handbill Target

W.R. Grace & Co. is the target of a consumer boycott called by several public employee unions. The reason: Grace & Co. Chairman Peter Grace chaired a Presidential commission which recommended severe cuts in government services and personnel as deficit reduction measures. A Grace & Co. subsidiary, Channel Home Centers, is a major distributor of L-P waferboard and has been handbilled by Brotherhood members in New Jersey, Connecticut, and Maryland.

Don't be fooled! A "right to work" law is a right to wreck your union and the wages and working conditions it has negotiated over the years. If "right to work" appears in your state or province, beware!

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New UBC Jacket



The Brotherhood is introducing a new-style, official jacket in time for spring and summer. This baseball jacket is kasha-lined with gold, white and blue nylon ribbing at the collar, cuffs, and waist. It also has gold snaps and a gold Brotherhood emblem on the left front. For \$29.00, you can order it in sizes S, M, L, and XL. Write: General Secretary John S. Rogers, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Non-Union Brown & Root to Pay \$750 Million in Settlement Of South Texas Nuclear Plant Default; 59 'Goofs' Reported

Brown & Root, Inc., a major construction contractor which has been notoriously non-union for many years, was fired in 1981 for mismanagement of the South Texas Nuclear Power Project, 90 miles south of Houston. The four owners of the project—The Houston Lighting & Power Co., the Central Power & Light Co., the City of San Antonio, and the City of Austin—went to court seeking \$6.3 billion in damages.

Last month, Brown & Root, Inc., a subsidiary of the Halliburton Co., settled out of court for \$750 million, reportedly the largest cash settlement in U.S. history.

Court documents, which had been sealed since 1981 by order of the U.S. Supreme Court, were then unsealed, and it was found that the non-union contractor had been accused of 59 critical construction and planning errors.

Brown & Root had no previous experience as a nuclear contractor when the project began, but according to *The Houston Chronicle*, it wanted badly to get into the project, as did the parent company, Halliburton.

Some of the "goofs" listed in the suit were as follows:

- Failure to establish an effective management organization and system to manage the project.

- Failure to design a heating, ventilation, and air conditioning system large enough to do the job.

- Failure to analyze the effect of a pipe break outside the containment building. This alone may have set engineering back two or three years, the document notes.

- Failure to consider the effect of tornado winds on a critical crane. This mistake cost about \$1 million in wasted effort and material, the document says.

- A "near total failure" to perform acceptable welding on a major water system that would cool the plant during an emergency.

- Improper design of trays for electrical cables that took two years to install.

Depositions of project-owner representatives give no clue as to the remaining items the "goof" list covered.

A spokesman for the project owners said problems at the project first got his attention when Brown & Root raised its estimated cost by \$700 million in 1978 and another \$700 million in 1979. That doubled the firm's original price of \$1.4 billion.

Jordan, then a group vice president but not involved in awarding the contract, said Brown & Root was picked because HL&P's first choice, Ebasco Inc., had a contract to build the Allens' Creek Nuclear Plant, a project later dropped.

The South Texas project is now several years behind schedule, with the first unit expected to start producing electricity in 1987 and the second unit two years later. The estimated cost to complete it has risen from \$1 billion to \$5.5 billion.

To rectify the "goofs" of non-union Brown & Root, the owners wisely went to union contractors, the Bechtel Corporation and Ebasco Services, Inc.

Since March 1982, skilled United Brotherhood members have been a ma-

Continued on Page 38

Missing Children

If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



JAY LEON PHILLIPS, 13, dark blond hair, brown eyes, missing since April 21, 1985, from Ft. Lauderdale, Fla. Jay was last seen with his abductor, Ronald W. Mulholland, white male, brown hair, blue eyes, in a 1972 white cadillac. Jay is slim with freckles.



WENDY EATON, 26, brown hair, brown eyes, missing since May 17, 1975. Wendy was last seen at age 15 walking into town three blocks from her house in Media, Pa. She is deaf in the right ear, has pierced ears, and was no longer wearing braces.



KIRK QUINTONS, 13, black hair, brown eyes, missing since September 18, 1983, from New York City area. Kirk was last seen going to the store. Police are considering abduction by a stranger as the reason for his disappearance.



CHRISTINA MARIE PARRISH, 17, black hair, brown eyes, missing since September 6, 1984, from Akron, Ohio. Christina was last seen on a city bus going home from school. She was four months pregnant. Foul play is suspected.

Mid-Year Conference Studies Costs, Scheduling, Safety

The Mid-Year Apprenticeship and Training Conference in Minneapolis, Minn., May 6-10, paid close attention to suggestions for cost savings in local training programs.

"Most training committees and programs are addressing themselves to getting the maximum benefits from the training funds and facilities under their direction for the members in training and the signatory contractors employing their members," said one speaker.

Delegates were told that flexibility of scheduling is the most practical way of realizing maximum benefits in local programs. Joint committees were reminded that training sessions are better attended when held during industry off-peak periods and during seasonal shutdowns.

It was noted that training has become much more comprehensive than in the past, that job safety must get more attention, and that counseling is needed for many apprentices. Not only are personal and family problems of apprentices of concern, but local committees must be aware of the consequences of drug usage among apprentices, since some employers have the right to and are demanding on-the-project urine tests and other measures to assure "a fair day's work for a fair day's pay."



Retiring General Executive Board Member Leon Greene welcomes the delegates to the Mid-Year Conference. Seated, from left, are Hans Wagsmuth, Associated General Contractors; Dennis Scott of the International training staff; and First General Vice President Sigurd Lucassen.



A highlight of the general sessions was a presentation by John Henkin, left, director of the St. Louis, Mo., Training Center, and Lynn Toenges, right, apprentice coordinator at St. Louis.



Ted Kramer, left, and John Casinghino, right, of the International training staff, discussed the increasing importance of safety training for apprentices and journeymen alike.



Comprehensive training programs were described by Charles Allen, Charles Fanning, and Spurgeon Styles.



Two educators, left and center, with Marlin Grant, National Association of Home Builders.



Clayton Grimes, secretary of the Twin Cities District Council, and Bert Dally, secretary of the Minnesota State Council.



Leading a discussion on apprentice counseling were Steve Sanford, Billy McNatt, and Doyle Brannon.



Another industry orientation panel included William Halbert, James Rushton, and Phillip Harris.



William McKenna operates a projector, as Sam Hei, Dennis Scott, and Charles Brown discuss industry orientation.

Drop in Funds for Retraining Jobless

The amount of federal funds available for the retraining of jobless workers has declined sharply since 1978, according to a recent study by a University of Chicago research team. Despite rising unemployment, there has been a drop of nearly 80% in the past seven years.

In 1978, the federal budget provided almost \$1,260 per unemployed person for employment and training efforts, for a total of \$7.8 billion. By 1983, this amount had fallen to \$2.8 billion, or \$262 per worker, for a decline in resources per person of approximately 79%.

Although the study by the Illinois Unemployment and Job Training Research Project is looking solely at Illinois, it says that the findings will be broadly applicable since few states or localities provide meaningful training resources of their own. The report examines expenditures for the Comprehensive Employment and Training Act (CETA), begun in 1975, and the Job Training Partnership Act (JPTA), which replaced CETA in 1984. Other programs included are the Job Corps, Employment Services, the Work Incentive Program, and programs under the Older Americans Act and federal Vocational Education expenditures.

"Our analysis shows that there was a major growth of public resources for employment and training programs from the Nixon Administration to the early Carter Administration, a decline in the late Carter years, and a much sharper drop under President Reagan," the report states. The downward trend shows the impact of one major strategy, public service employment, which accounted for average annual expenditures of \$3.1 billion between 1978 and 1980, and a general reduction of funds for those training programs that remain in operation.

Many federal programs are up for financial review in the Congress under current budget proposals.

Carpentry Apprentices Had It Rough In the Old Days, Aged Contract Shows

Apprentice programs have evolved over the years, but one thing remains the same—complaints about poor pay, strict rules, and hard work. The next time an apprentice's complaint is heard, pass this copy of a 1757 apprentice's agreement along.

The agreement was turned up by City Engineer Thomas H. R. Neal of Richmond, Va., while tracing his family history in public documents. He found the apprentice contract in a Spotsylvania will book in the State Library and Archives at Richmond. The contract was signed by Joshua Snodgrass. Neal thought Snodgrass might be one of his ancestors, since his mother was a Snodgrass from Virginia, but he determined after investigation that there was no kinship. Here is a copy of the contract as written in the Will Book, Part 2, Page 325, 1749-1759:

"This indenture witnesseth that Joshua Snodgrass son of David Snodgrass late deceased of this County of Spotsylvania and Parish of St. George hath put himself and by these presents doth voluntary put himself an apprentice to William Nelson in the Parish and county aforesaid, to learn his art and trade or mystery of a carpenter after the manner of an apprentice to serve him from the day of the date hereof for and during the term of five years next ensuing. During all of which time the said apprentice his master faithfully shall serve his secrets and keep his lawful commands gladly everywhere obey, he shall

do no damage to his said master, nor see it to be done by others, without letting or giving notice thereof to his said master, he shall not waste his master's goods, nor lend them unlawfully to any, he shall not commit fornication, nor contract matrimony within the said term.

"At cards, dice or any other unlawful games he shall not play, whereby said master may have damage with his own goods or the goods of others, he shall not absent himself day or night from his master's service without his leave, nor haunt ale houses, taverns or playhouses, but in all things behave himself as a lawful apprentice ought to do during the said term, and the said master shall use the utmost of his endeavours to teach or cause to be taught or instructed the said apprentice in the trade or mystery he now follows, and to teach or cause to be taught to read and write, and procure and provide for him sufficient meat, drink, apparel, lodging and washing, fitting for an apprentice during the said term, and for the true performance the said covenants and agreements, either of said parties bind themselves unto the other by these presents in witness whereof they have interchangeably put their hands and seals this sixth day of July in the thirty-first years of the reign of our sovereign Lord King George Second, by the grace of God of Great Britain anno Domini 1757."

The agreement was signed by Snodgrass and Nelson.

Conducted Tours, Hutcheson Forest

Hutcheson Memorial Forest, a primeval woods in New Jersey purchased many years ago by the United Brotherhood as a living memorial to its former general president, William Hutcheson, and donated to Rutgers University, is offering four more 1985 nature tours free to the general public.

Each year, Rutgers University provides 10 such tours, which are conducted by specialists from the university faculty.

The four remaining tours for 1985 are as follows:

July 14—Frank Trama, Zoologist

August 18—Kevin Dougherty, Botanist

September 1—Peter Morin, Zoologist

September 22—James Quinn, Botanist

Tours begin at 2:30 p.m. on the Sundays listed, leaving from the entrance to the woods on Amwell Road (Route 514) about ¼ mile east of East Millstone, N.J. The trail through the woods may be muddy in places so participants should come prepared. The trip through the woods takes somewhat more than an hour. Reservations are not required.

Groups of more than ten persons should arrange special tours. Such groups are invited to write to the Director, Hutcheson Memorial Forest, Department of Biological Sciences, Rutgers University, P.O. Box 1059, Piscataway, NJ 08854.

Model Builders



Local 1305, Fall River, Mass., has a model apprentice class. Model builders, that is—they constructed the house, above, framing only hip roof and valley. Pictured, from left, are A. Guay, R. Mendoza, C. Heroux, S. Sousa, T. Lima, D. Durette, C. Babcock, S. Marciszyn, P. Noble, and S. Roseberry.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

RED CROSS AID



Herb Sully, the Red Cross labor liaison, left, presents a plaque to Bruce Peck in appreciation for the donation of time and material made by the Carpenters of Local 1765.

The spirit of cooperation between the American Red Cross and organized labor has a long tradition. And the Joint Apprenticeship Committee of Local 1765, Orlando, Fla., recently completed a project that continues the tradition. The apprentices built a boardroom table for the Red Cross Chapter House that is 13 feet long, and a circular reception counter as well. Bruce Peck, the apprentice program's coordinator, said that the counter, with all its drawers and storage space, presented quite a challenge for the trainees. All troubles and challenges were overcome however, and the counter was completed and installed.

PARK GROUP AWARD

The Pacific Southwest Region of the National Recreation and Park Association recently conferred upon UBC Member Bob Humphreys an award for his work with Explorer Scouts in the field of parks and recreation. Only three such awards are given out each year in the western U.S.

Humphreys, 69, a long-time Salinas, Calif., resident and member of Local 925, has been a member of the UBC for 48 years, and involved with the Explorer Scouts program for 15 years.

Under the retired carpenter's guidance, Explorer Scouts have directed traffic at parks special events like the Coastal California Oktoberfest, and worked with park rangers building the log boom at Lake San Antonio and a portable stage used at all Monterey County regional parks. Humphreys has also organized field trips pertaining to the Explorers' law enforcement training program. Park rangers spend about half their time with law enforcement responsibilities, and about 50 law enforcement posts are available through Explorer Scouts. Humphrey's ranger program is a particularly popular one.

COMMISSIONER

As one of the newly-elected city commissioners in Mattoon, Ill., Larry D. Butler, a 20-year member of Local 347, Mattoon, Ill., brings budget experience and community planning ideas to his position. In his tenure as financial secretary and business representative of Local 347, Butler has been involved in UBC activities, and now looks forward to focusing his energies on the problems he sees in the city. His priorities include increased industrial development and more open communication to interest the public in government. An immediate concern of Butler's is the rising unemployment rate, and the fact that statistics are often misleading. "We owe it (increased employment) to the people of Mattoon. . . ." says their new city official.



Butler

AIR ACADEMY GRAD

Susan Cavaliere, daughter of Philadelphia, Pa., Local 8 Member Joseph Cavaliere, graduated from the Air Force Academy in Colorado Springs, Colo., this past May. She begins active duty with the Air Force this summer.



Cavaliere

SCHOLAR AWARD

Michael Spainhour, son of William Spainhour, a 20-year member of Local 16, Springfield, Ill., is the Local's 1985 J. Earl Welch Scholarship winner. The scholarship is awarded annually to a son or daughter of a local member; the award amount is \$1,000 per year for a maximum of four years.

Michael is planning to attend Milliken University in Decatur, Ill., to study Music.



Spainhour

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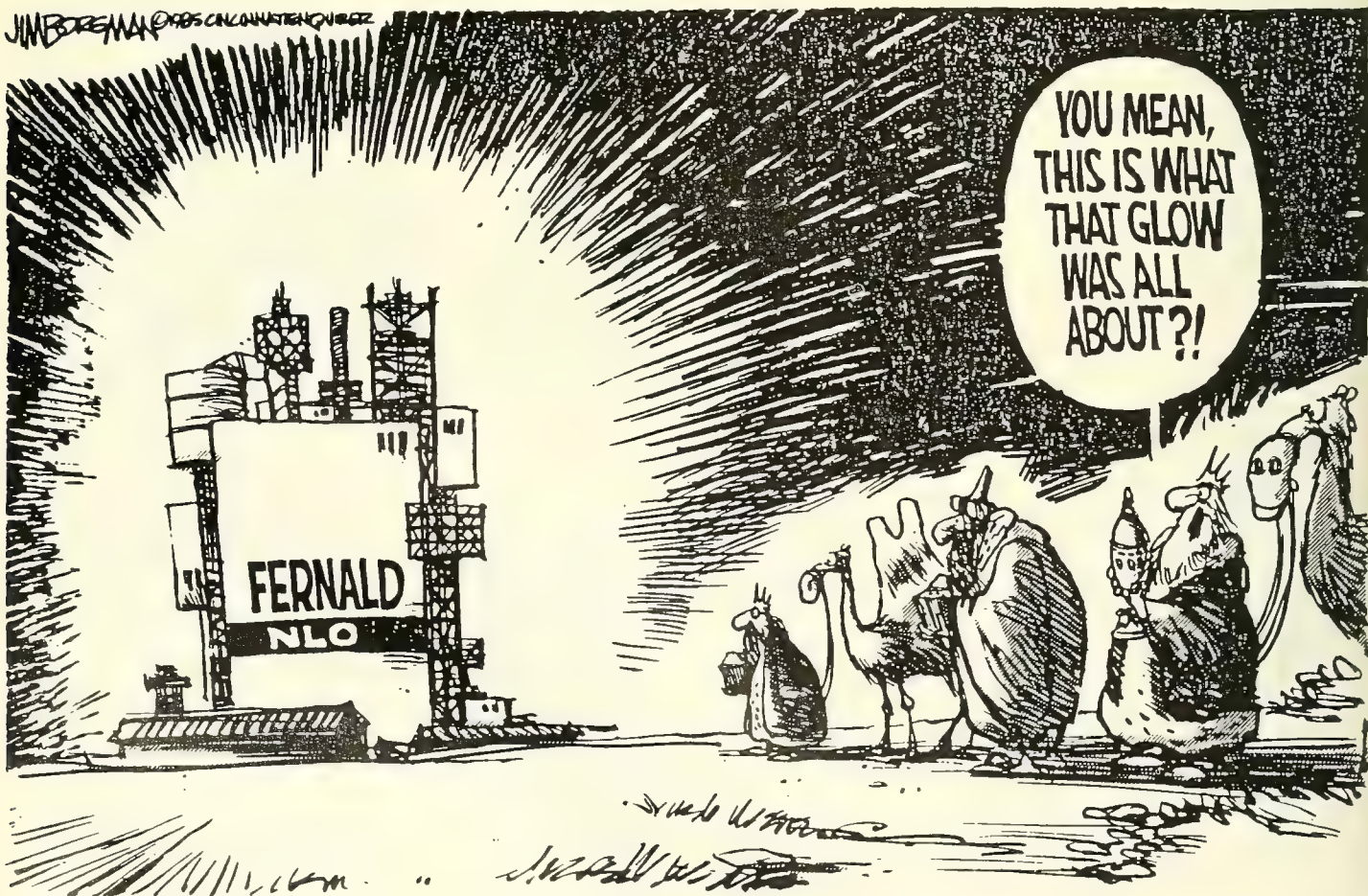
Fighting Radiation Hazards In Fernald, Ohio

Exposure to radiation is a fact of life for members of Local 2380 in Fernald, Ohio. They are the maintenance workers at the National Lead of Ohio's (NLO) Feed Materials Production Center. Here uranium ore is reprocessed into metal ingots for use as nuclear power plant fuel or in nuclear weapons. The plant, 18 miles northwest of Cincinnati, has been in operation for over 30 years but only recently became the center of a storm of controversy. In December 1984, the company announced that during the last three months, over 375 pounds of uranium had escaped from the bag house filtration system into the atmosphere. Water tested from wells nearby had radiation levels 36 times higher than normal. The Department of Energy (DOE), which owns the facility and leases it to NLO, launched an investigation which uncovered some alarming information.

The ventilation system at the plant

collects much of the uranium dust created by the work process and transports it to the bag house where 56 20-foot-tall bags filter out the dust before releasing emissions to be vented up the stacks. In September 1984, the bag house underwent major servicing since many of the old bags were worn out. The new replacement bags that were installed were too short. In addition, since they were made of wool, they shrank due to exposure to the hot humid air from the furnaces. And the rubber seals supplied to the workers for installation were the wrong size. The result was several torn or dislodged bags which were allowing emissions up the stacks. When the radiation alarms went off in November, signaling the emissions, management, annoyed at the constant alarms and not trusting the accuracy of the monitors, turned down the alarm's sensitivity so it wouldn't go off as much.

The releases and the subsequent media attention galvanized local residents who formed Fernald Residents for Environmental Safety and Health—FRESH. Governor Celeste, Congressman Luken, and Senator Glenn have all begun their own investigations of the problem and Congressional hearings were held in Ohio last April. The DOE investigation downplayed the problem by saying that the releases were much lower than they were in the past. Over the past 30 years, over 100 tons (200,000 pounds) of uranium have been released into the air, 74 tons into the water supply, and another 337 tons is missing and unaccounted for. The DOE compared last year, when approximately 700 pounds were released, with 1955, when over 25,000 pounds were released, including 37 major releases of over 100 pounds each. They also discovered that about 527,000 tons of low-level radioactive waste is stored at the



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plant site and about one half million gallons of wastewater, containing about 1,600 pounds of uranium, is dumped into the river each year.

Part of the problem lies in the fact that, under the Reagan Administration, this aging facility has had new demands placed upon it without sufficient money being spent for modernization of the safety and dust collection system. After a peak period—in 1956, almost 2,900 workers operated the plant and in 1960, over 22 million pounds of uranium were processed—production declined throughout the 60s and 70s—in 1979, only 538 people worked at the plant and production was down to about 2.5 million pounds. Then, in 1981, the new administration came in with a program to revitalize the nuclear power industry and the nuclear weapons program. This created great demands for nuclear materials, and in four years the workforce at the plant doubled and the production output tripled. The stress this increase added to the plant facilities undoubtedly contributed to recent radioactive releases.

With all the media attention to the environmental releases, exposure to workers in the plant has virtually been ignored. But, as with most health hazards, exposure to the workers is much greater than to the public. Bob Schwab is president of Millwright Local 2380 and also newly elected chair of the Fernald Atomic Trades and Labor Council's Health and Safety Committee. The Council represents the 15 locals at the plant and is affiliated with the Metal Trades Department at the AFL-CIO. Bob has been on the union's health and safety committee for 15 of his 18 years at the plant. Until recently, however, the union's complaints about unsafe conditions got no response from the company. Most of the plant, for example, is contaminated above the rafters and on ledges with radioactive dust that rains down on the workers. For several years the committee has been trying to get the company to do a high-level cleaning of the plant. Just this spring, the union negotiated a new classification to get that job done.

The Millwrights have some of the dirtiest jobs in the plant—cleaning up spills, doing maintenance on equipment, and working on the dust collection system. On Labor Day weekend, Bob and his members were working on the system replacing the filter bags. They told the company repeatedly that the bags would not work but were ignored, resulting in the emissions last fall. Currently only 2 of the 56 bags have monitor alarms to warn of releases of uranium to the environment. Finally, after over 30 years and because of all the media attention, NLO has made a

commitment to renovate the bag house and to install monitors on all 56 bag systems. Previously, as a result of unoperating monitors, bags would routinely rip and go unrepaired for days.

In the past, when the safety committee raised complaints and management would not listen, the committee could file a complaint with the Department of Energy in Oak Ridge, Tenn., and a DOE investigator would come out for

Hazards of Radiation

Uranium and other radioactive materials emit what is called "ionizing radiation." Ionizing radiation consists of small subatomic particles—alpha, beta, and gamma particles and x-rays. They are released because the radioactive materials are unstable and must get rid of these excess particles to change to a low-energy, more stable state. This process is called decomposing. These particle emissions have so much energy that they can pass through most materials and damage the human cell's DNA, the chemicals that tell our bodies' cells how to function. Once these crucial messages have been altered, the cells sometimes begin to grow wildly out of control. This is one way cancers get started. If the DNA in sperm or egg cells is damaged, those changes can be passed on, resulting in babies with birth defects or genetic diseases such as Down's Syndrome or cystic fibrosis.

Some types of radiation, alpha and beta, can be stopped easily by the skin or protective clothing. Gamma and x-rays penetrate the body and need to be stopped by lead shielding. The greatest danger, however, is from alpha or beta particles that are swallowed or inhaled while breathing. The particles can sit in the lungs or intestines or be transported to the bones where they can do damage for long periods of time, starting cancerous tumors. Uranium dust can also damage the lungs, like silica and coal dust, causing fibrotic lung disease which impairs the victim's ability to breathe. Uranium inside the body is also known to cause kidney damage.

Plutonium, also present at the plant, is considered one of the most deadly substances known. If inhaled or swallowed, it concentrates in the bones and causes bone cancer, and since the blood cells are formed in the bones, cancers of the blood system such as leukemia and lymphoma. It also damages the sperm and egg producing cells, causing birth defects and genetic diseases like Down's Syndrome and cystic fibrosis. Plutonium exposure has also been associated with cancer of the liver, kidney, colon, stomach, and rectum.

an inspection. Management would always act concerned and impressed, but every investigation was settled in favor of the company: the union never won a complaint.

Under the OSH Act of 1970, DOE facilities such as Fernald are exempt from OSHA inspections and regulations. The DOE writes and enforces its own internal regulations. No outside or independent authority oversees them. A classic case of the fox guarding the chicken coop.

One other reason these problems have taken so long to correct has been the threat of company reprisals. Workers at the Fernald plant must have a security clearance to work there due to the risk of terrorists using the uranium to make weapons or disrupt the plant. Consequently, workers were not allowed to discuss any plant-related matters outside the plant. Any complaints about conditions could lead to the loss of security clearance, and the resultant loss of a job. Intense media coverage about releases to the community and groundwater contamination led the company to hold a community meeting last December. Workers who attended the meeting heard the company misrepresent conditions at the plant but could not speak out for fear of reprisals. As a result of all the recent press and congressional concern, the company and DOE have been forced into signing a no reprisal policy so workers are now free to discuss these matters without losing their jobs.

To respond to these problems, workers from 10 DOE facilities around the country have formed a coalition known as The National Atomic Labor Health and Safety Conference to work together for safety and health improvements at the plants. At one of their first meetings in May in Oak Ridge, Tenn., workers got to share stories about the conditions at their plants and learn about how DOE has implemented policies on an experimental basis at other facilities. Another meeting is set for this summer in Colorado near the Rocky Flats Nuclear facility.

The big question is what is the long term effect of these exposures on the health of the workers. In their search for more information, purely through perseverance, the workers discovered a DOE study done last year of 4,101 Fernald workers who worked at the plant between 1952 and 1983. The study showed high rates of gastrointestinal (stomach and colon) cancer, a 2½–5 times greater than normal incidence of lung disease (fibrosis, emphysema), and that 15–20% of the workforce had filed compensation claims for lung disease-related disability. Workers at the plant are wondering whether these study re-

sults still underestimate the problem and want an independent investigation by another agency.

To meet this goal, one of the workers major victories so far has been to get NIOSH (the National Institute for Occupational Safety and Health) access to the plant and to all the workers' exposure and medical records. The unions requested a complete NIOSH Health Hazard Evaluation (HHE) of the plant four years ago and the DOE has finally, again because of all the media pressure, agreed to let NIOSH do it. Legislation introduced by Senator Glenn (Senate Bill S525) and Congressman Wirth (House Bill H1287) into

Congress this spring aims to transfer authority for research on the health effects of radiation to workers permanently from DOE to NIOSH in the Department of Health and Human Services.

This summer the union is in contract negotiations. Their priority is to get better safety language in their contract. They want to negotiate the right to red tag a job or refuse unsafe work until a safety committee member investigates.

National Lead of Ohio has been the contractor running the Fernald facility for over 30 years. Their contract ends in October 1985. In the past it would have been renewed automatically. This

year DOE let it be known they would accept other bids. NLO did not even bid for renewal. They want out. The union hopes that the next contractor has more of a commitment to safety and the union will no doubt be watching them closely. As Bob Schwab has stated, "If it's handled properly, the job can be done safely." He and his members mean to see that it is.

The safety successes achieved at the plant to date are the results of the efforts of many union members who deserve credit, but especially Gene Branham, president of the Fernald Atomic Trades Labor Council.

U.S. Government Concealed Extent of Risk At Nuclear Facilities, Researcher Alleges

Studies documenting increased risks of cancer and other diseases for workers at nuclear facilities operated by the U.S. Department of Energy have been suppressed by the federal government, according to a researcher with an environmental lobbying group.

In a report released June 5 by the Environmental Policy Institute, Robert Alvarez charged that the DOE has never publicly acknowledged the results of studies indicating increased cancer risks at nuclear operations and has attempted to undermine statistics and research techniques resulting in such findings.

Since 1964, studies have been conducted on more than 600,000 nuclear workers employed by the industry over a 40 year period, Alvarez said. EPI's report highlighted studies of worker populations at 11 nuclear facilities demonstrating increased risks of leukemia, brain tumors, malignant skin cancer, and cancers of the bone marrow, pancreas, lung, and uterus.

"While the DOE tells its employees that it's safer to work in DOE nuclear facilities than to stay at home," Alvarez remarked, "their internal reports tell a much different story."

A 1977 study conducted by Drs. Thomas F. Mancuso, Alice Stewart, and George Kneale at DOE's Hanford nuclear operations in Washington revealed a correlation between radiation exposure and excess deaths from cancer of the bone marrow, pancreas, and lung as well as a 10-30% higher risk of dying from radiation induced cancer, according to the EPI spokesman.

Publication of subsequent papers by the group, reporting other significant findings based on an enlarged data base and more refined analytical methods, Alvarez said, resulted in the elimination of DOE funding for Mancuso's research and unsuccessful attempts by the agency to confiscate the scientist's data.

Officials and contract researchers of the DOE have labeled the studies preliminary and inconclusive, according to Alvarez, who quoted one supervisor as saying, "We don't think anyone should have alarm about them, . . . we just don't consider them substantive conclusions."

DOE relies on scientific methodologies creating disproportionately low mortality rates in worker populations, according to Alvarez. Agency scientists, he said, routinely equate the mortality experience of a group of workers with that of the entire population, dismiss the high ratio of professional to manual laborers responsible for low mortality rates, and assume that untraceable workers are alive and well.

Charging DOE with providing department-funded critics of the Mancuso study with "a different set of data . . . of dubious quality," Alvarez noted that investigators responsible for studying DOE occupational cohorts are not allowed access to source data and therefore have no means to verify completeness and accuracy. "Without independent checks," he said, "this data utilization system is open for abuse."

DOE-sponsored scientists, Alvarez continued, also have downplayed the significance of Mancuso's findings by citing the first study of 400 cancer deaths between 1943 and 1972 and ignoring findings of the team's later papers which have studied 1,033 cancer deaths between 1943 and 1979.

"The DOE worker studies are important because they represent the future basis for low-level radiation risks and standards," Alvarez stated. To ensure the development of objective radiation protection policies, he recommended that DOE be removed from the funding and supervision of epidemiological research and that federal funding for independent peer reviews, such as those performed by Mancuso, Stewart, and Kneale, be resumed.

The department had no immediate comment on the report.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Many Plans For Canadian Seniors

Members of Canada's National Advisory Council on Aging (NACA) are pleased by the positive response to their Action Plan "Listen to Me."

"First of its kind in the world, 'Listen to Me' is a consultation process to have older people focus on decision-making and to show them how they can get involved in this process," says Yhetta Gold, NACA president. "It provides them with a 'model' that can be used in their communities and their groups and organizations to assist them to get involved."

Meetings were held in Saskatoon, Fredrickton, Montreal, Toronto, and Vancouver in November and December 1984. Because of the success of these consultations, the Council has decided to organize meetings in five other provinces in 1985 so that all the provinces will have the opportunity to use the "Listen to Me" process to address decision makers.

One participant echoed what emerged at each meeting in saying, "There is strength in our numbers. If we are going to be effective decision makers, we have to speak up and establish our credibility."

NACA President Yhetta Gold has written over 300 seniors' associations to urge them to make representations "on ways and means to improve the Canadian retirement income system for the current elderly and next generation of seniors."

In her letter, she suggested that they write directly to the Honourable Jake Epp, Minister of National Health and Welfare in response to his invitation. She also suggested that they contact their Member of Parliament

and the Standing Committee of the House of Commons on Health, Welfare, and Social Affairs.

Plans are being made for the annual convention of the National Pensioners and Senior Citizens Federation in September 1985, in North Bay, Ont. The group represents some 400 organizations, totaling over 400,000 pensioners and senior citizens.

All senior citizens clubs across Canada can join the Federation for \$10 or \$20, depending on group size. Any members forming retirees clubs can then contact the Federation for membership at 3505 Lake Shore Blvd. West, Toronto, Ont., M8W 1N5. (Individuals can help the cause by becoming card-holding members at the cost of \$2 per year.)

Quick Response To Pepper Letter

Congressman Claude Pepper (D-Fla.) is 84 years old and on the rampage to protect the elderly in the U.S. from "the Administration's budget cutters attacking Medicare." In a recent letter sent out by the Democratic National Committee, Pepper asked for support in stopping the Reagan budget cutters, and Retiree Arthur M. Nottingham, Mt. Meigs, Ala., was quick to respond. In a letter to Congressman Pepper, Nottingham explained that without a recent life-saving operation, partially paid for by Medicare benefits, he could have lost a leg, or even his life. He also noted that he could not have paid the \$14,500 it cost for the doctors and hospital.

Fort Lauderdale Retirees Election

UBC Retirees Club No. 10 of Fort Lauderdale, Fla., chartered February 17, 1984, has elected officers for club year 1985-1986. Congratulations to the new officers: President Omar Lowery, Vice President Oliver Cochran, Secretary Mildred Stokes, Treasurer Leo LaLonde, and Trustees Eugene Radcliffe, Edward Sparks, and James Price.

Balloon Traveler



"Her name is the 'Renegade Lady' and she is beautiful." So says Retiree Charlie Beers, Local 146, Schenectady, N.Y., of his hot-air balloon. Charlie's been all over the U.S. and Canada, and recently returned from Germany where he took "one short flight in the foothills of the Alps." And this October, he's planning on being in Albuquerque, N.M., with, of course, his "Renegade Lady."

Welcome to Ranks



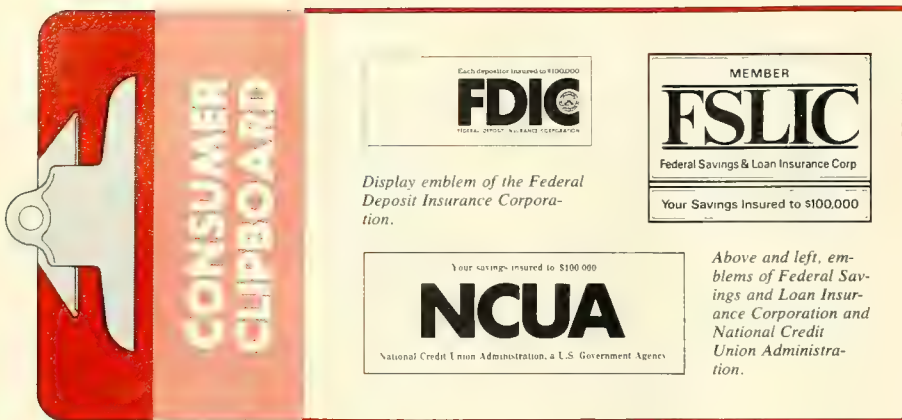
At a recent party for retiring 33-year member Edmund Romagnoli, other Local 2696, Milford, N.H., retirees gathered to wish him well. Pictured, from left, are, Howard Conant, Edward Desmaris, Romagnoli, George Ramos, and Maurice Lebrun.

Retired, But Not from Drag Racing

Ralph Whited of McKinleyville, Calif., is retired from Louisiana-Pacific's Big Lagoon operation, but he is keeping active in two things—the L-P boycott and drag racing.

The 63-year-old drag-car driver/owner, is shown here with "Ralph Rotten," his 1964 Chevy II Nova, powered by a 1969 454 cu. in. Chevrolet engine, with automatic turbo 400 transmission, 8 3/4" Mopar rear end, 4.57 gear ratio. Whited's fastest time for the quarter mile is 11.83 seconds (average index, 12.00), which he does between 110 and 115 miles per hour!





290 Children Drown In Home Pools

The U.S. Consumer Product Safety Commission, in cooperation with the National Spa and Pool Institute, has issued an alert to warn owners of residential swimming pools and spas (including hot tubs) of the large number of drownings of young children.

An estimated 290 children under five years of age drowned in residential swimming pools and an estimated 24 children under age five drowned in residential spas in 1981. Two out of every three victims were under three years of age.

Significantly, residential pool and spa drownings ranked as the fourth leading cause of accidental deaths among children under five years of age in 1981. Only motor vehicle fatalities, deaths involving home fires, and deaths associated with ingestions of food and objects were more frequent causes of death.

Near misses are also a safety problem. The Commission estimates that in 1983, approximately 1,950 children under age five were treated in hospital emergency rooms as a result of "near drowning" accidents. About 75% of these cases were serious enough to require hospitalization and some "near drownings" resulted in severe brain damage.

The Commission stresses the need for constant and close supervision of children around swimming pools and spas. Continual supervision is critical. Available data suggests that the vast majority of children who drown in pools do so in the backyards of their own homes.

In a study (of childhood drownings involving children 12 years of age and under) conducted a few years ago in Dade County, Florida, 97% of the pools involved in drowning incidents were either fenced or screened in, with the house itself forming part of the barrier. Only 14% of these pools were themselves totally enclosed by a protective fence. Sadly, 64% of the victims drowned in their own pools. Where there were locks on pool fences or screens, 70% were either unlocked or malfunctioning.

The peak times for drownings were between the afternoon hours of 4:00 p.m., and 5:00 p.m.; the peak days were on the weekend.

The Commission also urges parents to keep toys and other objects that might attract children out of the pool and surrounding areas when the pool is not being used. In case of an emergency, the Commission encourages parents to learn how to perform artificial respiration and cardiopulmonary resuscitation, keep safety equipment readily available, and post emergency telephone numbers at the nearest telephone. **REMEMBER—THE LIFE YOU SAVE MAY BE YOUR OWN CHILD'S!**

Consumers are invited to report incidents of drownings or "near drownings" by calling the Commission toll-free Hotline number at 800-638-CPSC. A teletypewriter number for the hearing impaired is 800-638-8270. (Maryland only, 800-492-8104.)

Use Common Sense to Guard Your Dollars in Thrift Institutions

In view of the recent banking crises in Oklahoma and Tennessee and savings and loan closings in Ohio and Maryland, many consumers are questioning the security of their hard-earned savings. They fear that they, too, will try to withdraw funds, only to discover that, as a part of an emergency action, a regulatory agency has imposed restrictions on their accounts.

As a depositor, there is one basic rule you can follow to protect yourself and your savings. Be informed. Know what kind of institution your money is in, and know who, if anyone, insures it.

Many of us assume that a bank is a bank, and pay no attention to the name on the door. In fact, there are several kinds of institutions that the general public can go to for banking services. Banks, which are generally considered commercial institutions because they are as involved with the large assets of businesses as with consumer transactions, and savings and loan associations (S&Ls), thrifts, or credit unions which are known for catering to small depositors and granting home mortgages. Banks traditionally have a wider range of investments, from oil ventures to foreign loans.

Special Advantages

Each type of institution has its own advantages. S&Ls, because they are interested in small depositors, tend to provide certain services to encourage this business. Banks, however, due to their more diversified base of investments, are more likely to be able to recover from a collapse in one area.

When entering a bank or savings institution, look for the symbol of one of the three federal insurers on the door or window—the Federal Savings and Loan Insurance Corporation (FSLIC), the Federal Deposit Insurance Corporation (FDIC), or the National Credit Union Administration (NCUA) and its National Credit Union Share Insurance Fund (NCUSIF). Although 83% of the U.S. thrifts are federally insured, some states still allow some of their S&Ls, thrifts, or

credit unions to rely on private coverage. (See list below.) Many institutions prefer local insurance funds because they tend to be less strict than federal regulators, allowing rapid growth for the institution, and higher returns for the depositor. But lax regulations also increase the risk of bank failure due to unsound investments. Some thrifts have become involved in new, riskier ventures with which they are unfamiliar. In order to earn enough money to pay depositors high interest rates, these institutions have moved away from the stable home loan area and begun lending funds for everything from casino construction to consumer vacations. When careless or greedy management desires too-rapid expansion of the institution, it's your money being risked.

Insurance Limits

Federal insurance was designed to protect your money. It insures up to \$100,000.00 per depositor in checking accounts, savings accounts, individual retirement accounts (IRAs), certificates of deposit, or any combination thereof. It sets down requirements that banks and savings institutions must meet in order to qualify for insurance, and maintain it. Government insurers have also started curbing both the growth rate and investment choices of thrifts.

Don't gamble with your savings—put your money in federally insured accounts.

States that allow private insurance of savings and loans:

Massachusetts	Maryland
Pennsylvania	Ohio
North Carolina	

States that allow private insurance of credit unions:

California	Rhode Island
Florida	Tennessee
Georgia	Texas
Maryland	Utah
Massachusetts	Virginia
North Carolina	Washington
Ohio	Wisconsin

The sport truck taken to the max.

Chevy S-10 Maxi-Cab 4x4. This is a truck that looks as good as it goes. Just add the Sport option package and get front bucket seats, rear jump seats and Sport Two-Tone paint. Plus you can add chrome pickup-box side rails and grille guard with fog lamps.

Powerful new fuel-injected Tech IV. The new 2.5 Liter Tech IV engine is electronically fuel injected for more power and torque than last year's standard engine. Or for even more action, opt for a brawny 2.8 Liter V6.

Go ahead. Load up your S-10 4x4. Take it to the max.

Tires supplied by various manufacturers.

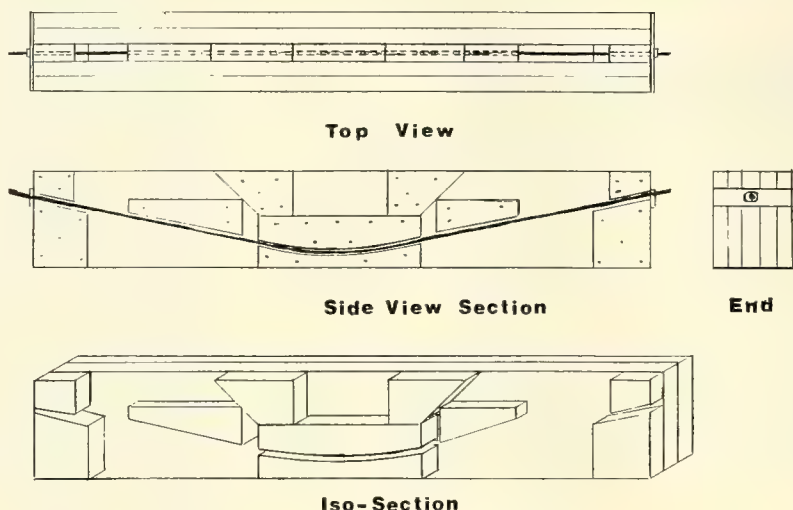


NOTHING WORKS LIKE A

CHEVY TRUCK



Can You Identify Wooden Beam?



Turner Construction Co., a firm in Wheeling, West Va., which employs members of Local 3, recently was involved in the renovation of an old hotel in Wheeling. In the process of demolishing the old building, some pre-constructed wooden beams, made out of 2" x 12"s and ranging up to 35-feet-long, were discovered.

Turner Construction asked Local 3 Business Rep. Robert F. Campbell if the union has ever seen this type of beam construction before and what it's called. So we pass the inquiry on to our readers. Do you recognize this type of beam? Write in care of the Carpenter Editor, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Orlando Victory

Continued from Page 16

campaign was to employ several simultaneous organizing angles, not the least of which was Hujo's CVOC.

Oglesby continued to talk with Mortenson management in a top-down organizing effort. Meanwhile, Hujo and local leaders began encouraging dedicated CVOC members to obtain work with the company. Research, as always, accompanied these efforts. Much valuable information came back from CVOC members who were employed on the project. While the company was stalling the union's top-down effort, it unknowingly hired nearly 30 CVOC members at the job site. An extensive and successful card-signing campaign followed. Then, without paid legal assistance, the organizers prepared their case for a pre-election hearing. As expected, the company's attorneys sought to delay, confuse, and generally undermine Mortenson's workers' desire to be unionized. Finally, however, the NLRB scheduled an election allowing three weeks for both sides to campaign for votes.

Again, CVOC members on the job saved the day. They succeeded in persuading the overwhelming majority of their co-workers of the wisdom of becoming organized.

Mortenson's attorneys, in a surprise legal maneuver, had the election ballots impounded before they were counted. It appeared as though a long delay might ensue. Yet, as one approach seemed to be at a dead end, pressure in other areas began to materialize. Research into state legal implications of a "job hopping clause" in the Project Stabilization Agreement pertained to *union* contractors only. Mortenson began losing its key mechanics—brother craftsmen and members of the CVOC team. Mortenson began to realize what needed to be done.

After a flurry of phone calls and meetings, the union and Mortenson came to an agreement. The campaign, through the simultaneous implementation of several tactics (CVOC, research, traditional top-down and bottom-up organizing, and the skilled performance of brother journeyman craftsmen), was a success.

Your union needs your participation and support today more than ever before. Your rights and privileges, your wages and working conditions, were all negotiated at the bargaining table and are subject to attack through anti-labor legislation, court actions, and employer pressure. Join your fellow workers in protecting your hard-won gains by attending local union meetings.

GOOD TOOLS

No. B215



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Take the original Vaughan Superbar, for example.

It's the world's most useful and versatile hand tool, because it pries, lifts, scrapes, and pulls nails. The Superbar's 15" length and uniquely-shaped rocker head give maximum pulling power—let you pull longer nails. Blades are ground sharp to slip easily

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CPR

Cardiopulmonary Resuscitation

**LEARN IT • USE IT
SAVE A LIFE**



1. DETERMINE IF VICTIM IS UNCONSCIOUS

Tap or gently shake the victim's shoulder. Shout, "Are you O.K.?" If no response shout "HELP!" (Someone nearby may be able to assist.) Do the AIRWAY step next.



2. AIRWAY STEP

Place one hand on the forehead and push firmly backward. Place the other hand under the neck near the base of the skull and lift gently. Tip the head until the chin points straight up. This should open the airway. Place your ear near the victim's mouth and nose. LOOK at the chest for breathing

movements, LISTEN for breaths and FEEL for breathing against your cheek. If no breathing occurs do the QUICK step next.



3. QUICK STEP

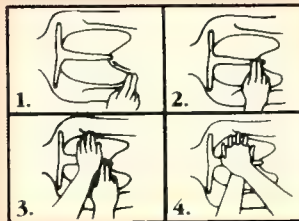
Give 4 QUICK full breaths, one on top of the other. To do this keep the head tipped and pinch the nose. Open your mouth wide and take a deep breath, making a good seal. Now, give the 4 breaths without waiting in between. Do the CHECK step next.



4. CHECK STEP

CHECK the pulse and breathing for at least 5 seconds but no more than

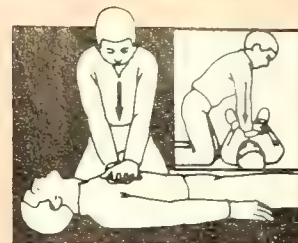
10. To do this, keep the head tipped with the hand on the forehead. Place the fingertips of your other hand on the adam's apple, slide your fingers into the groove at the side of the neck nearest you. If there is a pulse but no breathing give one breath every 5 seconds. If no pulse or breathing is present send someone for emergency assistance (dial 911 or operator) while locating proper hand position. Begin Chest Compressions.



5. HAND POSITION FOR CHEST COMPRESSIONS

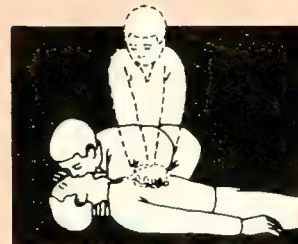
1. With your middle and index fingers find the lower edge of the victim's rib cage on the side nearest you.
2. Trace the edge of the ribs up to the notch where the ribs meet the breastbone.
3. Place the middle finger on the notch, the index finger next to it. Put the heel of the other hand on the breastbone next to the fingers.
4. Put your first hand on top of the hand on the breastbone. Keep the fingers off the chest.

This page on CPR is reprinted with permission from the Journal of the International Brotherhood of Electrical Workers.



6. CHEST COMPRESSIONS

PUSH straight down without bending your elbows while maintaining proper hand position. Keep knees shoulder width apart. Shoulders should be directly over victim's breastbone. Keep hands along midline of body. Bend from the hip not the knees. Keep fingers off the chest. Push down about 1½ to 2 inches. Push smoothly. Count, "1 and, 2 and, 3 and, etc."



7. PUSH 15 — BREATHE 2

Give 15 compressions at a rate of 80 per minute. Tip the head so the chin points up and give 2 quick full breaths. Continue to repeat 15 compressions followed by 2 breaths. Check the pulse and breathing after the first minute and every few minutes thereafter. NOTE: Do not practice chest compressions on people as it could cause internal injuries.

THIS INFORMATION DOES NOT TAKE THE PLACE OF CPR TRAINING. CONTACT YOUR LOCAL RED CROSS CHAPTER OR AMERICAN HEART ASSOCIATION CHAPTER ON HOW YOU CAN LEARN THIS LIFE-SAVING PROCEDURE.



GOSSIP

SEND YOUR FAVORITES TO
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AVE. NW, WASH., D.C. 20001
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED

HEADS YOU LOSE

Mike: "My wife just doesn't trust me. Once she happened to find a long blonde hair on my coat, and since that time she always accuses me of running around with blondes."

Ike: "That's nothing. My wife has never found a long hair on my coat, but does she trust me? No! She thinks I run around with bald women."

—The Locomotive

ADOPT A LUMBER COMPANY

WRONG PAINT JOB

A young man down on his luck went house-to-house in a wealthy neighborhood looking for work. Finally a sympathetic homeowner said he'd like to have his porch painted. He told the man that the paint and brushes were in the garage. An hour later the young man rang the doorbell to collect his pay. "Thank you, sir," he said. "By the way, you don't have a Porsche—it's a Ferrari."

—Contributed by
Robert H. McGrory
Reader's Digest

COST OF LIVING

An old-time carpenter went to the supermarket to buy a case of beer. After he had gone through the check-out counter and paid for it, the woman at the counter said, "I'll get somebody to take that out to your car."

"Oh, I can carry that easily myself," said the old carpenter. "As I get older, I must be getting stronger every day. When I was 20 years old, I could carry \$10.00 worth of groceries. Now that I'm 83 years old, I can carry \$100.00 worth."

—Joseph Amann
Local 12
Syracuse, N.Y.

SUPPORT 'TURNAROUND'

SAVING TIME

Pat and Mike were out fishing in their boat on the lake and the boat capsized. Mike couldn't swim. Pat swam ashore, but the minute he got up on the beach he plunged right back in the lake.

Bystanders asked, "What now?"
"Well," says Pat, "I've saved myself, now I have to go back and save Mike."

BUY UNION * SAVE JOBS



BUS ROMANCE

A small boy was seated on the rear seat of a school bus alongside a pretty little girl. He was all aglow, and he whispered, "Helen, you're the only girl I've ever loved."

"Huh," she snorted. "That's all I ever get—beginners."



THIS MONTH'S LIMERICK

There once was a lad named Jones,
Was so skiny, you'd see all his bones.
As he walked through the snow
He would rattle his toe,
And this made for very odd tones.

—A Retired Carpenter



DELAYED PUBERTY

"Don't be alarmed about your son making mudpies," said the psychiatrist. "This is normal, as is his tendency to try to eat one occasionally."

"Well, I'm not convinced," replied the woman, "and neither is his wife!"
—Catering Employee

USE UNION SERVICES

THIS IS PROGRESS?

Things certainly have changed. Or have they? Maybe they just sound different.

NOW

THEN

Delegate authority—Let George do it
Breakdown of communications—Not speaking

Ongoing dialogue—Still speaking

Reciprocal—Tit for tat

Troubled Skin—Pimples

Sub-standard housing—Slums

Invasion of privacy—Snooping

Stressful situation—Botched-up mess

Auto disassembly area—Junkyard

Counter-productive—Doesn't work

Attention-getting behavior—Showing off

Involuntary unemployment—Out of work

Visual aids—Pictures

Sanitary service—Garbage truck

Over-reacting—Making a fuss

Elitism—Snobbery

Weight control program—Dieting

Narcissistic—Stuck on yourself

Language skills—Reading and writing

Therapeutic—Good for you

Strategic withdrawal—Giving up

Sensory deprivation—No fun

Establishing priorities—Picking your druthers

Establishing credit—Going into debt

Behavior modification—Rewards and punishments

Interpersonal relationships—Other people

Upward mobility—Keeping up with the Joneses

Classified information—Secrets

Static situation—Same old thing

—Jane Goodsell,
Soup to Nonsense

BOYCOTT LP PRODUCTS

ACROSS THE BOARD

Joe called his girl friend "Checkers" because she jumped every time he made a wrong move.

Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.



W. Palm Beach, Fla.—Picture No. 3



E. St. Louis, Ill.—Picture No. 1

EAST ST. LOUIS, ILL.

Carpenters' Local 169 recently held their annual pin presentation and fish fry to honor members with longstanding service.

Picture No. 1 shows 50-year members from left: Ferd Ganschietz and Henry Wawerzin.

Picture No. 2 shows 35-year members, front row, from left: Clyde Reed, Joe Perry, and Charles Kennedy.

Back row, from left: Jack Barnwell; Abe Smith; Ed Miller; and Jim Kennedy, business rep.

Picture No. 3 shows 25-year members, front row, from left: Jack Gravot and Walter Herrington, president.

Back row, from left: Calvin Saul, James Jenkins, Andy Jenkins, and Walter Kuhn.

Picture No. 4 shows 20-year members, front row, from left: Walter Madura, delegate and Bill Stewart, trustee.

Back row, from left: Ron Couch; Louis Delatine; Jim Kennedy, b.r.; Leo McMurray; and Frank Norris, delegate. Editor's note: A recipient of a 10-year service pin was also recognized, but, because of limited editorial space, Carpenter publishes only names and pictures of 25-year members and up.

Also honored, but not able to attend the ceremonies, was 65-year member Ralph Mease.



E. St. Louis, Ill.—Picture No. 2



E. St. Louis, Ill.—Picture No. 3



E. St. Louis, Ill.—Picture No. 4



W. Palm Beach, Fla.—Picture No. 1



W. Palm Beach, Fla.—Picture No. 2

WEST PALM BEACH, FLA.

In recognition of their loyal service to the brotherhood, Local 819 recently presented membership pins to those with many years of service.

Picture No. 1 shows 45-year members, from left: George Frabkin, E.C. England, C.C. Nowling, and Oliver Holmes.

Picture No. 2 shows 40-year members Brantley Kea and L.A. Nininger.

Picture No. 3 shows 35-year members, front row, from left: George C. Tyre, Windslow "Bob" Burke, James W. Wilson, M.H. Livingston, and W. Lee Carter.

Back row, from left: B.L. Crosby, Arthur Perrin, William H. Webb, Chester R. Saburn, Edward F. Gilbert, and Edward G. Sassiewicz.

Back row, from left: Michael Tomczak, James E. Woody, Lambert Chalups, Charles M. Darland, Stanley Clegg Jr., Earl Brownell, and Jack F. Bylsma.

Picture No. 4 shows 30-year members, front row, from left: Richard A. White, Ernest L. Larsen, Laurence Francisco, and Anthony Samartino.

Back row, from left: Raymond Bennett and William E. Ketola.

Picture No. 5 shows 25-year members, from left: Charles H. Reamsnyder and Ralph Hicks.



W. Palm Beach, Fla.—Picture No. 4



W. Palm Beach, Fla.—Picture No. 5



Portland, Ore.
Picture No. 1



Portland, Ore.—Picture No. 2



Portland, Ore.—Picture No. 4



Portland, Ore.—Picture No. 3



Portland, Ore.—Picture No. 7

PORTLAND, ORE.

Local 1120 recently honored veteran members with 25 to 50 years of service to the Brotherhood. The special recognition program was conducted by Local 1120 President Elvin Busby; presentations were made by Financial Secretary and Business Representative Larry Hodgkin.

Picture No. 1 shows 50-year member Paul Francis.

Picture No. 2 shows 45-year members, from left: Hodgkin, Ralph Gabel, William Wellin, George Marisette, Clem Ankeny, Harold Burke, Busby, and Martin Hui.

Picture No. 3 shows 40-year members, front row, from left: Emanuel Lutz, T.O. Davis, Perry Andre, and Virgil Flath.

Back row are officers Hodgkin and Busby.

Picture No. 4 shows 35-year members, from left: Hodgkin, Cash Williams, Al Condon, Edwin Klingman, Lester Beugli, Marvin Hall, Roderick

Darnielle, Don Nissen, Robert Strahl, Harold Vance, and Busby. Hall is executive secretary-treasurer of the Oregon State District Council of Carpenters.

Picture No. 5 shows 30-year members, from left: Basil (Bud) Underwood, Hodgkin, James (Ben) Swanson, Frank Turchy, Arthur Lueck, Iren Kangas, Howard Rowland, Peter J. Busch, Edgar Stokes, Everett Beerbower, Fred Wenzel, John Burley, and Busby.

Picture No. 6 shows 25-year members, from left: Bubby, Joseph Pepera, Hodgkin, Raymond Rubey, Elwood Heffer, Elroy Grande, Freida Kennedy, Ray N. Brooks, Frank Conant, Walter Raff, Bob VanMaldeghen, Oskar Peinl, Bart Van Veen, Norman Schulz, and 35-year member Arthur Green.

Picture No. 7 shows, at a special ceremony in Springfield for Lane County members, from left: Hodgkin, 45-year members Clifford Nelson and James Johnson, and 25-year member Roy Overall.



Portland, Ore.—Picture No. 6



Portland, Ore.—Picture No. 5



Natchez, Miss.—Picture No. 1



Natchez, Miss.
Picture No. 2



Natchez, Miss.
Picture No. 3



Natchez, Miss.
Picture No. 4



Natchez, Miss.
Picture No. 6

NATCHEZ, MISS.

Members of Local 1994 recently gathered to honor their longstanding members, including their oldest brother.

Picture No. 1 shows 50-year member Edwin "Shorty" Brown, who claims his place as the local's oldest member at age 74. Bus. Rep. W.S. Coker, left, made the presentation.

Picture No. 2 shows 45-year member G.G. Westbrook.

Picture No. 3 shows 40-year member C.A. "Pappy" Houser.

Picture No. 4 shows 35-year member Luther Bolin.

Picture No. 5 shows 35-year members, from left: John W. Bell, Lee Briethaupt, and President Ancel B. Wilson.

Picture No. 6 shows 30-year member Elmer A. Bertsch.

Picture No. 7 shows 20-year members Reuben Dendy and James W. Bilbo.



Natchez, Miss.—Picture No. 5



Natchez, Miss.—Picture 7



Longview, Wash.
Picture No. 1



Longview, Wash.—Picture No. 2



Longview, Wash.—Picture No. 3



Longview, Wash.—Picture No. 4



Longview, Wash.—Picture No. 6

LONGVIEW, WASH.

A pin dinner was held recently at Local 1707's union hall. Amid the spaghetti and garlic bread meal, members were honored for their years of service.

Picture No. 1 shows 50-year member Conley Ensley.

Picture No. 2 shows 45-year members, from left: Gunder Gabrielsen, Rudolph Block, Clifford Kaunisto, Frank Nelson, and Peter Vik.

Picture No. 3 shows 40-year members, front row, from left: Chesley Tippery, Arnold Brent, William Matson, Adam Johnson, and Albin Oien.

Back row, from left: Martin Sundberg, Ed Reiff, Donald McArdle, Thorman Hage, and Lisle.

Picture No. 4 shows 35-year members, front row, from left: Harold Gedenberg, Fred Hemenway, Jim Williams, and Arne Myllyluma.

Back row, from left: Royal Lovingfoss, Richard Fitzsimmons, and Robert Brown.

Picture No. 5 shows 30-year members, from left: Kenneth Prestegard, James Ryan, Douglas Tomlinson, and John Tennant.

Picture No. 6 shows 25-year members, front row, from left: Mike Harkcom, Pius Geier, Bill Bader, Leroy Hirsch, and Roy Tidd.

Back row, from left: Ralph Kaufman, Howard Daniel, Arden Unger, and James Karr.

Also receiving pins, but not pictured were: 50-year member John Runberg; 45-year members Walter Jacobson, Arne Jurvakainen, Ernest Kruckenberg, Robert Lewis, and N.P. Nelson; 40-year members John Anttila, Phil Britzius, Herbert Caywood, Alvin Eisele, John Grotte, John Janke, Francis LaPlant, Henry Mattila, W.T. Norton, Lloyd Sundberg, and Oscar Varness; Harold Bailey, Bill Bales, Homer Ballos, Gerald Bean, Wayne Bridge, Willard Bundy, Donald Cooper, Elmer Dixon, Harlen Elsner, Samauel Haaland, Ray Olson, Albert Rontty, Ralph Touraille, M.C. Vanderpool; 30-year members Charles Drier, Wilho Maki, Howard Murphy, Albert Olson, Earl Sundberg, Ron Tugaw, Carl Wainamo, Robert Wendt Sr.; and 24-year members Knox Burgess, William Gamble, Frank Gardlin, Joe Grasser, Fred James, Melvin Johnston, Paul Koontz, Kenneth Laine, Bill Moe, Warren Pettit, and Lyle Snider.



Longview, Wash.—Picture No. 5



S. Luis Obispo—Picture No. 3



S. Luis Obispo—Picture No. 1



S. Luis Obispo—Picture No. 2



S. Luis Obispo—Picture No. 4

SAN LUIS OBISPO, CALIF.

Local 1632 recently held a membership pin ceremony to pay tribute to those with longstanding service to the UBC.

Picture No. 1 shows, from left: 45-year member Walter L. McOsker and 40-year member E.C. Scarbrough.

Picture No. 2 shows 35-year members, from left: Ted R. Jones, Leroy Young, Ed Wilson, and Harold R. Lowe.

Picture No. 3 shows 30-year members, front row, from left: David De Welt and Russell Kendall.

Back row, from left: C.T. Lipham, Ted Lucas, and Robert H. Presley.

Picture No. 4 shows 25-year members, front row, from left: Richard Guiterrez, H.G. Snata Cruz, and Robert D. Hubbart.

Back row, from left: Robert Dube, Maurice R. Coates, and Henry C. Lepley.



Biloxi, Miss.

BILOXI, MISS.

At a recent meeting of Local 1404 25-year members were honored. Pictured are, from left: Dennis Seymour, Carrol Batia, Frank Taylor, and Emile Tiblier Jr., president of the local.

IN MEMORIAM

The following list of 1,082 deceased members and spouses represents a total of \$1,915,456.94 death claims paid in April, 1985; (s) following name in listing indicates spouse of members

Local Union, City

- 1 Chicago, IL—Arthur W. Anderson, Julia Ann Schiller (s).
- 2 Cincinnati, OH—Robert T. Phelan.
- 3 Wheeling, WV—Betty L. Emory (s).
- 5 St. Louis, MO—Bernard H. Brown, Dominik S. Valvero, Hugo A. Pfisterer.
- 6 Hudson County, NJ—Illarione Paniscotti.
- 7 Minneapolis, MN—Andrew Martinson, Carrie Kvaal (s), Elmer E. Naas, Milton G. Magnusson, Robert A. Mayer, Walter R. Wold.
- 8 Philadelphia, PA—Luther J. Babb.
- 10 Chicago, IL—Joseph J. Kruml, Tarquin Simonelli.
- 11 Cleveland, OH—Anthony Scimone, Faymon Johnson, Jerry Bohatka, Sam F. Coschignano, Stella A. Hodan (s).
- 12 Syracuse, NY—Peter F. Carr.
- 13 Chicago, IL—Austin B. Fleming, Christopher Walsh, Gerda Anderson (s), Mary Leblanc (s).
- 14 San Antonio, TX—Adolph Ahrens, Clayton W. Housley, Gladys Emily Thompson (s), William W. Roby.
- 15 Hackensack, NJ—Joan A. Donnelly (s), Joseph S. Terekiewicz.
- 16 Springfield, IL—Albert Nelson, Anna Sanders (s), Bendix V. Hoffman.
- 17 Bronx, NY—Lloyd S. Jordan, Robert F. McKiever, Silvio Losso.
- 18 Hamilton, Ont., CAN—Melvin Fuhr.
- 20 New York, NY—Catherine Raia (s), Kurt Henning.
- 22 San Francisco, CA—Elmer J. Nielsen, Elsa I. Forsman (s), James E. Pitman, John J. Payne, Rose F. Baumann (s), Victor A. Klaes, Wallace L. Kearney, William A. Ross.
- 23 Williamsport, PA—Elwood West, Robert Kerstetter.
- 24 Central CT—Frederick Odell.
- 25 Los Angeles, CA—Geraldine Dayle Ewald (s).
- 26 East Detroit, MI—Omer Bollenberg.
- 27 Toronto, Ont., CAN—Albert Emery, Arthur Dickenson, Joyce Daphne Parks (s), Libera Marzilli (s).
- 30 New London, CT—Amos J. Boudreau, Vernalda Marie Chapman (s).
- 33 Boston, MA—Archibald R. Campbell.
- 34 Oakland, CA—Annie Weindel (s).
- 35 San Rafael, CA—Cecile N. Gardiner (s), Henry Cecil Barton, Jeanne M. Imeson (s), Richard L. Lane, Robert W. Sharp.
- 36 Oakland, CA—Bonnie Faye Ramirez (s), Charles A. Burks, Harriet E. March (s), Ida Mae Sowers (s), Sigrid Ingeborg Grandin (s), Vera M. Miller (s).
- 40 Boston, MA—Albert G. Bellwood, Angelina Digregorio (s), E. Morrison Naugle, Rachel Dibenedetto (s), William B. McPherson.
- 41 Woburn, MA—Mary A. Lavacchia (s).
- 42 San Francisco, CA—Albert Schmuser, Arcadia Sanchez (s), Patricia Elizabeth Revheim (s).
- 43 Hartford, CT—Clarence Fogg, Philip R. Johnson.
- 44 Campaign Urba, IL—George T. Conklin, William F. Koss.
- 47 St. Louis, MO—James A. Helling, Tony B. Radin.
- 48 Fitchburg, MA—Eino Winter.
- 50 Knoxville, TN—Bessie M. Hart (s), James N. Harris, Rachel Brady (s).
- 51 Boston, MA—George J. Stein, Gunnar Deurell, Harriet Ella Zwecker (s), Janis Dulevskis.
- 53 White Plains, NY—John Green.
- 54 Chicago, IL—Otto Kalous, Vincent Otrusina.
- 55 Denver, CO—Alex Jaso, Alfred H. Oelkers, Helen Baker (s), Howard N. Cox, Richard L. English.
- 58 Chicago, IL—Albert B. Seidl, Sr., Andrew Berg, August P. Patzer, Carl H. Olson, William Hallquist.
- 60 Indianapolis, IN—Dorothy L. Klepfer (s), Edith Francis Bland (s), Roy Dalton, Russell Chilton, William Henry Morris, Willie J. Rankin.
- 61 Kansas City, MO—Albert L. Lovell, Claude Moore, Fannie Viola Mooney (s), George W. Carroll, Leon Hamblin, Loren E. Jones.
- 62 Chicago, IL—Andrew Teufel, Claes A. Milberg, Daniel G. Delia, Evelyn Whiteman (s), Mildred F. Jones (s), Morris W. Jones, Roald Thompson, William H. Molter.
- 64 Louisville, KY—George H. Dewitt, Harold G. Crisler, Myron E. Skilton, Onie C. Gatewood, Sr., Ruth Jeanette Nicholson (s).
- 66 Olean, NY—Olen S. Campbell.
- 67 Boston, MA—Mary D. Horan (s).
- 69 Canton, OH—Stanford Usher.
- 73 St. Louis, MO—Logan E. Fulmer, Monna May Fry (s).
- 74 Chattanooga, TN—Charles B. Madgett, Herbert B. Robinson, Johnnie E. Lester.
- 76 Hazelton, PA—Steve Korbich.
- 80 Chicago, IL—Frederick Hutchinson, Louis Pavlik.
- 83 Halfax N. S., CAN—Earl Elmer White, Joseph Leo Comeau, Willis D. Crooks.
- 87 St. Paul, MN—Elaine Marie Hossalla (s), Elmer Hendrickson, George J. Prokosch, Mervin L. Ives, Val O. Anderson, William J. Satack.
- 90 Evansville, IN—Eckless Patterson, John William Lively.
- 94 Providence, RI—Elda Greer (s), Herbert A. Peterson, Joseph Edward Alaie, Joseph Rapoza, Kellard

Local Union, City

- Jansen, Lawrence Walker, Leon W. Winward, William Bonney.
- 98 Spokane, WA—Elmer B. Almelen.
- 100 Muskegon, MI—Fred Portinga, Peter Goresch.
- 101 Baltimore, MD—Harold E. Moose, James C. Chiverr, James J. Robinson, Peter Sordelet, R. Russell Bollinger, Victor F. Bisignani, William H. Bunk.
- 102 Oakland, CA—Raymond Weber.
- 104 Dayton, OH—Ramon C. Shull.
- 105 Cleveland, OH—Ernest J. Solgos, Lucy M. Travaglianti (s).
- 106 Des Moines, IA—Louis Greenland.
- 107 Worcester, MA—Vitty H. Garbuskas.
- 110 St. Joseph, MO—John A. Reeves.
- 113 Middletown, OH—Donald V. Harrison.
- 114 East Detroit, MI—Donald Hanley, Paul Finchem.
- 118 Detroit, MI—Anthony J. DiDilus, Anthony J. Neimec, Cassius Albert Hunter, Charles Bowmer, Edward Horetski, Edwin Luoma, Elita Beatrice Thompson (s), George R. Schmitt, Henry J. Dehanke, Sr., Herbert M. Hively, Robert W. Schimmel, Santo Molinaro.
- 120 Utica, NY—Helene M. Miller (s).
- 124 Passaic, NJ—Bortolo Ossi, Edward Burns, Henry Bakker.
- 128 St. Albans, WV—Alfred J. Hanshaw.
- 131 Seattle, WA—Carl M. Feroe, Verner Nordstrom, W. L. Schomber, Walter R. Lindberg.
- 132 Washington, D.C.—George W. Sampson, Matthew S. Cobb, Muriel S. Clark (s).
- 135 New York, NY—Rubin Lew.
- 141 Chicago, IL—Henry E. Jacobson.
- 142 Pittsburgh, PA—Charles Copeland, Gaynell A. Lydic (s).
- 162 San Mateo, CA—Harold Turnbough, Leo Billand, Orvie Miller.
- 163 Peekskill, NY—Dominic A. Vitro, Donald Martin, Frank Tesoro, Vitalis Johnson.
- 168 Kansas City, KS—Robert A. Best.
- 171 Youngstown, OH—Grace L. Schuller (s), Martin F. Loshuk, William G. Becker.
- 174 Joliet, IL—Clarence Ellena, Ronald L. Black.
- 180 Vallejo, CA—Bert Snyder, Joseph D. Ford.
- 181 Chicago, IL—Adeline Gomolka (s), Erik Berget Erksen, Martin A. Grandahl.
- 182 Cleveland, OH—Alex K. Wernicke, Alfred S. Buchner, Theodore Yanchak.
- 183 Peoria, IL—Allen D. Arnold.
- 184 Salt Lake City, UT—Annie E. K. Keele (s), Edward James Diersch, Glen A. Carlson, Paul A. Higley, Wilford Schmidt.
- 194 Dallas, CA—Carl O. Nelson, Jr., Nels E. Carlson.
- 198 Dallas, TX—Johnny T. Harkins, Walter R. Burgoon.
- 200 Columbus, OH—Clyde R. Robinson, Ethel Williams (s).
- 203 Poughkeepsie, NY—Marie T. Migliore (s).
- 210 Stamford, CT—Catherine Levesque (s), Janet D. B. Appell (s), Robert J. Peters.
- 211 Pittsburgh, PA—W. Charles Patton.
- 213 Houston, TX—Billie B. Magee (s), Buford Dean, Carmen Theuma Downing (s), Christine R. Yount (s), E. J. Bausch, Earl Horne, Fred E. Neimeyer, John H. Russell, John T. Miles, Lavonne I. McCord (s), Robert T. Morgan, Syble May Philley (s), Walter W. Klappa.
- 215 Lafayette, IN—Edward L. Gordon, Paul Stanley Jones.
- 218 Boston, MA—Hubert G. Jenkins, John C. Stokes, Robert E. Simonin.
- 225 Atlanta, GA—Arthur Hubert Calhoun, Carl Rayburn Moore, Sr., Carlos Markham Johnsey, Everette M. Clayton, George Alfonso Gowder, Samuel Ray Latimer, William Enlow Stewart.
- 229 Glens Falls, NY—Anna W. Linendoll (s).
- 230 Pittsburgh, PA—William A. Spinneweber.
- 232 Fort Wayne, IN—Roy Guinn.
- 235 Riverside, CA—Bertha Marie Davis (s), Betty Louise Rogers (s), David F. Ward, Fulton M. Smith, Henry Melvin Atkinson, J. E. Elledge, John R. Bachor, Sr., Nora Ward (s), Rose Barbara Bliss (s).
- 244 Grand Jct., CO—Wayne Yehle.
- 246 New York, NY—Joseph Karpati, Yolanda Gruosso (s).
- 247 Portland, OR—Athy William Drain, Floyd A. Roblee, Joseph L. Eppick.
- 248 Toledo, OH—Charles Yohnke, Jr., Orville C. Meinka.
- 250 Lake Forest, IL—Allen G. Peterson, Paul Williamson, Robert Stanton.
- 252 Oshkosh, WI—Joseph H. Ratchman.
- 254 Cleveland, OH—William Morgan.
- 255 Bloomington, NY—Herbert Middaugh, Robert E. Rogers, Walter Labrenz.
- 256 Savannah, GA—David V. Morris, Leroy Gladden, Leslie Rimes, Naomi Sellers (s).
- 257 New York, NY—Anna Johnson (s), Carl Hallsten, George McNeil, Gunnar Svensson, Michael Klineciewicz, Paul Najdek, Robert G. Korosh.
- 259 Jackson, TN—Lionie E. Graves.
- 260 Berkshire Cnty, MA—John K. Hanson.
- 262 San Jose, CA—Carmen U. Lepiane, Clifford A. Steffen.

Local Union, City

- 272 Chicago Hgt., IL—George Lacorte, George W. Hartmann, Melvin Rensink.
- 278 Watertown, NY—Clyde L. Phelix, Ronald E. Miner.
- 280 Niagara-Gen. & Vic., NY—Archie D. Smith.
- 281 Binghamton, NY—Ralph F. Lane.
- 283 Augusta, GA—Monroe M. Prescott.
- 286 Great Falls, MT—Bert I. Gardner, Elmer C. Schaber.
- 287 Harrisburg, PA—Minnie M. Myers (s), Pauline W. Nell (s).
- 288 Homestead PA—Anna Marie Sudor (s).
- 292 Linton, IN—Virginia Maxine Usrey (s).
- 296 Brooklyn, NY—Nancy Arcidiacono (s).
- 302 Huntington, WV—James L. Wallace.
- 308 Cedar Rapids, IA—Adrian Hill.
- 311 Joplin, MO—John K. Smith.
- 313 Pullman, WA—F. Glenn Cooper.
- 314 Madison, WI—Emma C. Strenger (s), James H. Denoble.
- 316 San Jose, CA—C. E. Martwick, Charles R. Clark, Leonard Durham, Margaret V. Medico (s), Melvin J. Silva, Yvonne Louise Litz (s).
- 319 Roanoke, VA—Abe L. Quarles, Dorsey T. Sutherland, James Edward Wickham.
- 329 Oklahoma City, OK—Hugh J. Wilson, Lloyd B. Hutchinson, Luther T. McCraw, Vernon L. Grubbs, Wilton R. Gleave.
- 337 Detroit, MI—Donald P. Hookana, Edward A. Hubbell, Oscar J. Carlson.
- 338 Seattle, WA—Carl Leroy Lindsok, Otto Lewis.
- 342 Pawtucket, RI—Bertha M. Sevigny (s), Irene B. Sisson (s), Lucien Beaudet.
- 345 Memphis, TN—James Edward Lewis, Mary Jesse Sanford (s), Mrs. Dicie J. Ramsey (s), Robert W. Nutt.
- 348 New York, NY—Anna Beckmann (s), Emil Simola, Jack Rosen, Maria Celli (s), Martha Mylonas (s).
- 350 New Rochelle, NY—Anthony Decola, Salvatore Pisani.
- 361 Duluth, MN—John Oscar Olson.
- 362 Pueblo, CO—Gerald F. Perkins.
- 363 Elgin, IL—Lloyd K. Christopherson, Richard H. Stevens, Roy H. Andersen.
- 369 N. Tonawanda, NY—Margaret D. Moeller (s).
- 377 Altan, IL—Charles Raymond Foster.
- 393 Camden, NJ—George F. Welsh, Rita M. Taunias (s), Robert M. Rudd.
- 399 Phillipsburg, NJ—Stella A. Pysker (s).
- 403 Alexandria, LA—Hugh E. Beard, Ola Marie Rhodes (s).
- 407 Lewiston, ME—Wilfred R. LaChance.
- 413 South Bend, IN—Barton R. Wade, Bruce Wise.
- 417 St. Louis, MO—Melvin Kaller.
- 422 New Brighton, PA—John K. Bernauer.
- 424 Hingham, MA—Harold J. Dumais, Howard F. Randall.
- 434 Chicago, IL—Charles Sprietsma, Medore J. Savoie, Russell J. Hall.
- 437 Portsmouth, OH—June E. Fox (s).
- 442 Hopkinsville, KY—Lonnie D. Morris, Sr.
- 452 Vancouver B. C., CAN—Agnes Ostman (s), Albert Mintie, Alois Adlesic, Harold Carlson, Josef Frank, Niels Andersen, Robert Berg.
- 454 Philadelphia, PA—Douglas J. Blight, James J. Moore, William B. Connors.
- 455 Somerville, NJ—Frank C. Schwenger, Maria T. Sakos (s), Marie J. Weissenberger (s), Otto Weissenberger.
- 458 Clarksville, IN—Don A. Staples, Laurence Moore.
- 460 Wausau, WI—Paul C. Sturgul.
- 465 Chester County, PA—Anthony Daddona, John Coates.
- 470 Tacoma, WA—Alice K. Sita (s), Earl Almont, Elwood C. Karst, Henry E. Ericson, Olof P. Carlson, Viola V. Carr (s), Walter T. Flitter.
- 472 Ashland, KY—Earl Cecil Roberts, William C. Austin.
- 476 Clarksburg West, VA—Glenoka V. Brock (s), Herman A. Hardman.
- 480 Freeburg, IL—Herbert Monken, Herbert R. Eastman.
- 483 San Francisco, CA—Charles W. Keller, John Rioridan, Robert A. Neil.
- 493 Mt. Vernon, NY—Arthur Froud.
- 494 Windsor, Ont., CAN—Harold Story, William H. Webster.
- 496 Kankakee, IL—Nicholas J. Stanley.
- 507 Nashville, TN—George A. Heath, W. G. Anderson.
- 510 Berthoud, CO—Oren Bryan.
- 512 Ann Arbor, MI—Basil E. Cowhy, Dale R. Richards, Harold E. Wilde.
- 513 Pt. Alberine, B. C., CAN—Erik R. Nase.
- 514 Wilkes Barre, PA—Joseph Kmetz, Nicholas Carnevale.
- 515 Colorado Springs, CO—Arthur Ledebor, Fred Foley, Joe C. Jones.
- 518 Sistersville, WV—Fonda M. Worstell (s), Herbert D. Lawrence, William H. Livingston.
- 531 New York, NY—Elsie H. Lake (s), Herbert D. Lawrence, William H. Livingston.
- 531 New York, NY—Elsie H. Lake (s), Tonette M. Dramstad (s), Walter Johnson.

- 543 Mamaroneck, NY—John H. Phillips.
 548 Minneapolis, MN—Harold L. Kriese, Harold Rahm, Kim R. Hansen, Lloyd Williams.
 550 Oakland, CA—Margaret Boesinger (s), Nils V. Arnell.
 556 Meadville, PA—Allen A. Copeland.
 557 Bozeman, MT—Thomas C. Vanwyk.
 558 Elmhurst, IL—Ambrose Evans.
 559 Paducah, KY—Elgie Maril King.
 562 Everett, WA—Arthur W. Dybvig, Ingebrigt Knutson, Joseph S. Parker.
 563 Glendale, CA—Clyde W. Horne, Robert E. Cannon.
 565 Elkhart, IN—William J. Berger.
 579 St. John N. F., CAN—Frederick Cummins.
 586 Sacramento, CA—Cecil R. Perryman, Clarence O. West, Gus McGillivray, Herb J. Levis, Paul V. Cook, Roy L. Brown.
 596 St. Paul, MN—William Howard Cole.
 600 LeHigh Valley, PA—Charles F. Dodd, Franklin Brown, Robert E. Uhler, Russell Reimel, Stanford W. Wentz.
 604 Morgantown, WV—Lester Kirkland.
 608 New York, NY—Frank J. Murphy.
 611 Portland, OR—Allen Dudley.
 613 Hampton Roads, VA—Samuel M. Coleman.
 620 Maidson, NJ—Charles H. Sieglan, Mary Berkise (s).
 623 Atlantic County, NJ—Katherine Troller (s), Thomas C. Adams, Jr., William G. DeForrest.
 625 Manchester, NH—William J. Croteau.
 626 Wilmington, DE—Carl Carlsen, Nancy Ann Knox (s), William A. Johnston, William Monigle.
 627 Jacksonville, FL—Donald G. Wright, Emily S. Huff (s), J. O. Whiddon.
 633 Madison, IL—Vern Cy Pitchford.
 636 Mt. Vernon, IL—Helen M. Hampton (s), Karl Maple, Loria Whitington.
 638 Marion, IL—Charles Stone, Esta Watson Toler (s).
 639 Akron Ohio—Andrew Gabric, Delone E. Bowman, Roger Johnson, Rudy Atlanta McPherson (s).
 642 Richmond, CA—Lucille Heck (s), Nancy Brown (s).
 654 Chattanooga, TN—Joe Donald Smith.
 657 Sheboygan, WI—Augusta Snortum (s).
 665 Amarillo, TX—T. J. Owen, Virgil H. Robertson.
 668 Palo Alto, CA—John Clutter, Theodore E. Johnson.
 675 Toronto Ont., CAN—Thomas Rich Luck.
 678 Dubuque IA—Jeanne Elizabeth Zwack (s).
 690 Little Rock, AR—Adlie Halley Hunt, James E. Caldwell, John Middgett, Lillian Wade (s), Webb E. Ferrell.
 696 Tampa, FL—Annette Pearl Allen (s), Araceli Gonzalez, Mary L. DeVeau (s), Shelton E. Guthrie.
 698 Covington, KY—Albert E. Herron, Ralph K. Pribble.
 701 Fresno, CA—Walter Locke.
 710 Long Beach, CA—Boyd B. Belknap, W. H. Leibrecht.
 715 Elizabeth, NJ—Alice Terry (s), Camille E. LeCureux, Jr.
 720 Baton Rouge, LA—Malvin E. Duggan, Sr.
 721 Los Angeles, CA—Guillermina Madnd (s), Jose Nunez Magana, Warren L. Stratton.
 722 Salt Lake City, UT—Gilbert Long.
 725 Litchfield, IL—Louis R. Collins.
 727 Hialeah, FL—Lynnar McGowan, Maxie N. Brown.
 735 Mansfield, OH—C. L. Myers, Leroy M. Knapp.
 740 New York, NY—Stephen Gerenser.
 743 Bakersfield, CA—Amos Lee Piper, Oakley E. Hunt.
 745 Honolulu, HI—Alice Takaki (s), David H. Yasunaga, Robert M. Oyadomari, Tatsumi Ichishita.
 747 Oswego, NY—James Teramiggi.
 751 Santa Rosa, CA—Clyde A. Barnes, Theodore C. Miller.
 755 Superior, WI—Frank Hase, Gust E. Velin.
 764 Shreveport, LA—Chester E. Carter, Ferrell Gage, Fleet F. Bailey.
 769 Pasadena, CA—Leroy Smiley, Ray Hernandez, William T. Winningham.
 770 Yakima, WA—Carl A. Christianson, Clementine J. Backen (s).
 771 Watsonville, CA—Vincent C. Winchester.
 777 Harrisonville, MO—Edith F. Leimkuhler (s).
 780 Astoria, OR—Christine T. Sagen.
 790 Dixon, IL—Clara Amanda Grove (s), Leo F. Royer, Thomas L. Lendman.
 792 Rockford, IL—Bert Anderson, Ernest D. Ostrom, Joseph W. Bunk.
 812 Cairo, IL—Gertrude Burns (s), Ralph Burns.
 819 West Palm Beach, FL—Leroy R. Michael, Orley M. Clady, Rosella McMahon Reynolds (s).
 824 Muskegon, MI—Joseph Vanderleest, Willie Levelston.
 832 Beatrice, NE—Wilke Duitsman.
 839 Des Plaines, IL—Albert Bransky, Edward Campbell, Thomas Drager, William Homola, Sr.
 844 Canoga Park, CA—Walter Lock.
 845 Clifton Heights, PA—Jerry Womack.
 846 Lethbridge Alta, CAN—Robert A. Legge.
 848 San Bruno, CA—Eugene M. Barnes.
 851 Anoka, MN—Barbara Ehlers (s), David Ehlers.
 857 Tucson, AZ—Charles E. Slonaker, Donald H. Zolper, Linden Crow.
 865 Brunswick, GA—Exley C. Mixon.
 870 Spokane, WA—Sadie F. Johnson, Wesley B. Carroll.
 889 Hopkins, MN—Ben McCormick, Stella Krienke (s), Walter Osiecki.
 891 Hot Springs, AK—Clarence A. Kirkpatrick.
 898 St. Joseph, MI—Harry Gustafson.
 902 Brooklyn, NY—Arnt Walaas.
 906 Glendale, AZ—Helen L. Mead (s).
 929 Los Angeles, CA—Bert L. George, Edward L. Spangler, Sylvan Hess, Tom J. Dugan.
 930 St. Cloud, MN—Alois M. Masetler.
 938 Richmond, MO—John M. Davidson, Jr.
 943 Tulsa, OK—Curtis R. McDonald, Depurda Willits, Otto Witham, Owen Baker.
 944 San Bernardino, CA—James L. Keen, Jeanette Poe (s), Robert Somers.
 953 Lake Charles, LA—Maude Carrell (s).
 955 Appleton, WI—James M. Bullock, Mathias Backes.
 958 Marquette, MI—Fred B. Johnson.
 974 Baltimore, MD—Benjamin Svechnikov, William Holin.
 982 Detroit, MI—Algot Pearson.
 993 Miami, FL—Edwin V. Anderson, Frank William Crowder, John Martins, Julius Paananen.
 998 Royal Oak, MI—Edith Creswell (s), Eleanor M. Bareis (s), Rudolph C. Miller, Sr.
 1003 Indianapolis, IN—Paul H. Shew.
 1016 Muncie, IN—Paul Antrim.
 1026 Miami, FL—Gustave Appel.
 1040 Eureka, CA—Darrell Johnson, John Oliver Siipola.
 1042 Plattsburgh, NY—Alfred Cadieux, Jr.
 1043 Gary, IN—James Rogers.
 1046 Palm Springs, CA—Eber Mahlon Bannister.
 1050 Philadelphia, PA—Anna Giannattasio (s), John Ginnetti, John W. Regulla.
 1053 Milwaukee, WI—Edward Glisch, Fred C. Gudopp, Percy A. Schultz.
 1062 Santa Barbara, CA—Richard Frausto, Sr.
 1063 Peshigo, WI—Charles Ahrens.
 1065 Salem, OR—Eugene F. Crail.
 1067 Port Huron, MI—Ralph Liddle.
 1073 Philadelphia, PA—Lionie Dempsey.
 1074 Eau Claire, WI—Charles F. Luedtke, William A. Loew.
 1089 Phoenix, AZ—Don G. Hatfield.
 1094 Albany Corvallis, OR—Fred J. Luscher.
 1097 Longview, TX—Edith Faye Brown (s), Robert E. Northcutt.
 1098 Baton Rouge, LA—Benjamin Buford Young, George L. Munn.
 1100 Flagstaff, AZ—Esther C. Bert (s), Oscar H. Drake.
 1102 Detroit, MI—Gilbert Finger, Henry Grovero, Raymond Armstrong.
 1104 Tyler, TX—Bernhard H. Kretschmar.
 1108 Cleveland, OH—Edith M. Eberly (s).
 1109 Visalia, CA—Flora A. Martin (s).
 1113 San Bernardino, CA—Audrey L. Schwan (s), Gail H. Manchester, Harry J. Sammetinger.
 1120 Portland, OR—George Walker.
 1125 Los Angeles, CA—Charles D. Karns.
 1138 Toledo, OH—Henry J. Heidebrink.
 1140 San Pedro, CA—Arlo Weidung, Byron L. Flint, Gonzalo S. Rangel, Robert H. Burns, Ruggles H. Dunlap.
 1147 Roseville, CA—James H. Alvis.
 1148 Olympia, WA—Clinton B. Garrard, Donald J. Ferguson.
 1149 San Francisco, CA—Charles Lackey, Viola Queen (s).
 1151 Thunder Bay, Ontario, CAN—Valerie F. Barrett (s).
 1153 Yuma, AZ—Maxine Smith (s).
 1159 Point Pleasant, WV—Mildred A. Tripp (s).
 1160 Pittsburgh, PA—Adam F. Alter.
 1165 Wilmington, NC—Homer G. Phelps.
 1172 Billings, MT—Lena Marie Marinchek (s).
 1184 Seattle, WA—Arne Kjonsvik.
 1185 Chicago, IL—Steve Vandemerk.
 1192 Birmingham, AL—Earl E. Stansberry, Sr.
 1216 Mesa, AZ—Joseph E. Speicher.
 1222 Medford, NY—Charles Froehlich, Sr., Frances Davis (s), George Steenland, Joseph Francis Kelly.
 1235 Modesto, CA—Emil J. Greener, James H. Beery, Jason A. Meyers, John H. Snow, Michael Cegelske, Sam C. Koehn.
 1242 Akron, OH—William H. Richardson (s).
 1245 Carlsbad, NM—Thomas Muriel Parker.
 1250 Homestead, FL—Angel Pereira.
 1273 Eugene, OR—Nen Chester Jolley.
 1274 Decatur, AL—Ann Lovett (s), John W. Hall.
 1275 Clearwater, FL—Arne Andersen, Elmer H. Cox, Richard G. Dillashaw.
 1289 Seattle, WA—Frances Ellen Halverson (s), Harry Renken.
 1292 Huntington, NY—Mihail Paju.
 1296 San Diego, CA—Luis P. Adam.
 1300 San Diego, CA—Louis T. Tobin.
 1301 Monroe, MI—Naomi C. Carlson (s), Orza R. Kurtz.
 1302 New London, CT—Arthur O. Beaudreau.
 1305 Fall River, MA—Alfred J. Desmarais, Alfred P. Mador, Everett Cabral, George Hines, Joseph H. Bergeron.
 1307 Evanston, IL—Amedeo Battistella, Michael Fleischmann.
 1308 Lake Worth, FL—Najol M. Pierson (s).
 1310 St. Louis, MO—Zenas N. Berry.
 1313 Mason City, IA—Levy S. Anderson.
 1314 Oconomowoc, WI—Shirley Ann Wolfgang (s).
 1319 Albuquerque, NM—Lovie Elizabeth McElveny (s), Ray William Anstine.
 1323 Monterey, CA—Edward F. J. Karl, Jake D. Huizenga, Sidney S. Schnars.
 1325 Edmonton, Alta, CAN—Frank Joseph Bergeron, Jack Ulmer, John Ivan Brendzan, Paul G. Attenhof, Steve Dwernychuk.
 1327 Phoenix, AZ—Virgie Payne Jones (s).
 1329 Independence, MO—Orville D. Allison.
 1331 State College, PA—Carl Miller.
 1340 Owensboro, KY—Beulah Back (s), Isaac Poole, Jr., Lucille Nix (s).
 1342 Irvington, NJ—Alexander Berlinski, David Palent, Ethel B. Denny (s), James A. Yannuzzi, Neva Der Gutermuth (s), Stefan Kozub, William Witmeyer.
 1345 Buffalo, NY—Theodore M. Marston.
 1349 Two Rivers, WI—Donald Hoffman.
 1353 Sante Fe, NM—Celia S. Gonzales (s).
 1361 Chester, IL—Ervin Jones, Louis Dudenbostel, Mildred Roehrkasse (s), William H. McLaughlin.
 1362 Ada Ardmore, OK—George W. Sims.
 1365 Cleveland, OH—George M. Havelka, Harry G. Squires.
 1373 Flint, MI—Christopher C. Samples.
 1379 North Miami, FL—Benjamin Chaiken, Rupert B. Foster.
 1388 Oregon City, OR—Andrew J. Phillips, Howard L. Dent.
 1393 Toledo, OH—Donald Brocus.
 1394 Ft. Lauderdale, FL—Andrew Forsgren.
 1402 Richmond, VA—Robert W. Pope.
 1407 San Pedro, CA—William S. Staton.
 1408 Redwood City, CA—Ruth M. Bragg (s).
 1418 Lodi, CA—Einar T. Nelson, Roy E. Smith, Victor Ciechanski.
 1426 Elyria, OH—Mike Bodnar.
 1434 Moberly, MO—William S. Hendren.
 1437 Compton, CA—Einer Gunners.
 1445 Topeka, KS—Edna P. Noble (s).
 1452 Detroit, MI—Albert S. Horisk, Martin Woodward.
 1453 Huntington Bch, CA—Garnett B. Butler, Jesse T. Smith, Mary Lee McDermott (s), Russell L. Pearce.
 1454 Cincinnati, OH—Thomas Hughett.
 1456 New York, NY—Carl Nicholas, Charles Leppanen, Edith Nilsen (s), Frank West, Hans Schaeffer, James F. Cooney, Meidel Mathisen, Vincent Doherty.
 1460 Edmonton, Alta, CAN—Willis T. Collins.
 1471 Jackson, MS—Augustus L. Hawkins.
 1478 Redondo, CA—Russell A. Hill.
 1488 Merrill, WI—Harry Gremler.
 1489 Burlington, NJ—Mark F. Hutchinson.
 1495 Chico, CA—Ethel Gilman (s), Gerd C. Stephan, Sally Ruth Lusk (s).
 1496 Fresno, CA—Patrick E. Cook, Virginia Mora Zamora (s).
 1497 E Los Angeles, CA—Leslie H. Schollerman, Roger Douthit.
 1506 Los Angeles, CA—Verle O. Daniels.
 1515 Winnipeg, Man, CAN—Irene Ratcliffe Starkf (s).
 1519 Ironton, OH—Harry L. Wilford.
 1533 Two Rivers, WI—Eugene M. Kohl.
 1544 Nashville, TN—J. M. Huggins.
 1545 Wilmington, DE—Tony Anthony Olive.
 1553 Culver City, CA—Leona Burke.
 1564 Casper, WY—Francis W. Fleming, Henry R. Schauss, Leonard R. Parker, Woodrow D. Larsen.
 1565 Abilene, TX—Winford M. Light.
 1571 East San Diego, CA—Bert C. Crist, Patsy Ruth McCormack (s).
 1577 Buffalo, NY—James R. Cameron, Julian N. Feir.
 1590 Washington, DC—Alipio Rodrigues, Edwin A. Barnas, Kenneth S. Adkins, Lawrence C. Marquess, Mary N. Williams (s), Otis L. Carter.
 1595 Montgomery County, PA—George J. Parfitt, Jacob Vernon Wisler.
 1599 Redding, CA—Joel Bigley.
 1607 Los Angeles, CA—James W. Williams.
 1622 Hayward, CA—Colvin C. Tillery, Curtis B. Crow, Earl A. Schultz, Hester R. Nelson, Virgil Sands King, William J. O'Connor.
 1632 St. Luis Obispo, CA—Gisela M. Babka (s), James H. Roberts, William P. George.
 1641 Naples, FL—Lucy Y. Glarum (s).
 1644 Minneapolis, MN—Bernice E. Pearson (s), Russell Johnson.
 1665 Alexandria, VA—Joseph D. Barker, Wade R. Polen.
 1669 Ft. William, Ont, CAN—Eric A. Nystrom.
 1683 El Dorado, AR—Lillie L. McAvoy (s), William Milton Roberson.
 1685 Melbourne-Daytona Beach, FL—Earl A. Tinney.
 1688 Manchester, NH—Joan A. Puglisi (s).
 1689 Tacoma, WA—Esther Babcock, Gwendolyn P. Arndt (s), Henry Kaiser, Herbert Culver, Kathleen Mary Cook (s).
 1699 Pasco, WA—Kenneth D. Collins.
 1707 Kelso Longview, WA—Alois Jueneemann, Andrew J. Storkson, Burl J. Mendenhall, Lula Mae McFalls (s), Vera E. Hemenway (s).
 1715 Vancouver, WA—Chester J. Fors, Clarence G. Bramhall, Ernest C. Bearup, Homer O. Humphrey.
 1734 Murray, KY—Mary Lou Jeffrey (s).
 1735 Pr Rupert, BC, CAN—Frederick William Chastney, Martin Joseph Albert.
 1739 Kirkwood, MO—Ervin C. Sander, Paul Deraussee.
 1741 Milwaukee, WI—Nicholas Schmitz.
 1749 Anneton, AL—Joseph Iron Carter.
 1750 Cleveland, OH—Earl A. Foster, Edward J. Sorna, Frank R. Delia.
 1752 Pomona, CA—Carl T. Aichholz, Harry E. Lavars, Rolla I. Grigsby.
 1764 Marion, VA—Clarence R. Whisman, Dorothy Ann Hess (s).
 1765 Orlando, FL—C. W. Tucker, Jr.
 1770 Cape Girardeau, MO—Howell H. McMackins, William T. Klaproth.
 1779 Calgary, Alta, CAN—Melvin W. Anderson, Vytautas Rucys.
 1780 Las Vegas, NV—Leonard L. Peterson, Norman MacRae.
 1815 Santa Anna, CA—Cecelia C. Plume (s), Edward Briscoe, Everett R. Quigley, Julia Arbeiter (s), Mary C. Paxson (s).
 1822 Fort Worth, TX—Robert A. Adcock.
 1827 Las Vegas, NV—Elsie L. Lawrence (s).
 1836 Russellville, AR—Perce L. Morris.
 1837 Babylon, NY—Hazel Gaulton (s).
 1845 Snoqualm Falls, WA—Wesley L. McCrady.
 1846 New Orleans, LA—Andrew P. Heisser, Eldon O. Harrell, Ida Mae Lovell (s), Norman Bernard, Rudolph J. Leonard, Sr., William A. Rarborn.

1849 Pasco, WA—George A. Clary, Sr., Lyle D. Moore, Melvin Wainwright, Merriell D. Smith (s).
 1856 Philadelphia, PA—Edward Seiz, Sr., George Bantel, Rosella Rieder (s).
 1871 Cleveland, OH—Arthur Edwin Pfahl.
 1896 The Dalles, OR—Howard A. Downey.
 1904 North Kansas, MO—Earl Bus Wilson, Harry G. Carmichael.
 1906 Philadelphia, PA—Frank Malizia, John Charles Ruckle, Jr.
 1911 Beckley, WV—Joseph P. Farley, Pearl L. Dew (s).
 1913 Van Nuys, CA—Conrad Quintanar, Jacob H. Rooker, Louis Reisman, Oren O. Oswald, Stephen Andrew Mak.
 1921 Hempstead, NY—Frank J. Moran, Theresa M. Bertrand (s).
 1929 Cleveland, OH—Hugh Dever.
 1930 Santa Susana, CA—Oscar C. Bruckmaier, Jr.
 1964 Vicksburg, MS—William L. Smith.
 1976 Los Angeles, CA—Carmen G. Garcia (s), Henry Buehn, Vernon Thompson.
 1978 Buffalo, NY—Benedict Koerner.
 1987 St. Charles, MO—Henry M. Sitzler.
 1988 Smith Falls, Ont., CAN—Donald C. Campbell.
 2006 Los Gatos, CA—John W. Heriman, William J. Soule, Sr.
 2012 Seaford, DE—William James Dickerson.
 2015 Santa Paula, CA—Chester A. Moon.
 2020 San Diego, CA—Carl W. Johnson, Zoly J. Sandor.
 2024 Miami, FL—Clifford L. McClenahan, Joyce Upchurch (s), Larry Bashford.
 2027 Rapid City, SD—Alonzo D. Marsteller.
 2033 Front Royal, VA—Clarence Aldon Davis.
 2037 Adrian, MI—Gwendolyn L. Gregg (s).
 2042 Onard, CA—Mary Bell (s), Willie L. Mathews.
 2046 Martinez, CA—Cecil Crawford, William J. Denning.
 2066 St. Helens, OR—Raymond G. Businga.
 2077 Columbus, OH—Mary Ann Ballard (s).
 2078 Vista, CA—Robert C. Jinks.
 2093 Phoenix, AZ—Eldon E. Davis.
 2107 Latrobe, PA—Thomas M. Nicely.
 2114 Napa, CA—Eugene A. Clark, Francis E. Long.
 2127 Centralia, WA—Leland D. Uehling.
 2155 New York, NY—Ludwig Krauss, Walter Schumm.
 2172 Santa Ana, CA—Adolph T. Ekstrom, Glenn P. Thomas.
 2203 Anaheim, CA—Bob Lemaster, John C. Burke, Thomas W. Crow.
 2209 Louisville, KY—James L. Gribbins.
 2212 Newark, NJ—John E. Bellina, Sr.
 2219 Corpus Christie, TX—Jean D. Mason, Kenneth Raymond Tuttle.
 2235 Pittsburgh, PA—Charles Hanable, Donald L. Swank, John Markowich.
 2239 Fremont, OH—Clifford Jahnsen.
 2249 Adams Co., CO—Fred E. Padilla, Thelma Lenora Heston (s).
 2250 Red Bank, NJ—Rollin Arnold Smith.
 2262 St. John, N. B., CAN—John Lional Sullivan.
 2265 Detroit, MI—Harold Johnson.
 2274 Pittsburgh, PA—Harvey Reeder.
 2287 New York, NY—Martin Barsky, Theresa Delamore, William L. Nocerino.
 2288 Los Angeles, CA—Ben H. Smith, Sr., Peter M. Shubin, Primitivo Vasquez.
 2309 Toronto, Ont., CAN—Lawrence Benfield.
 2334 Baraboo, WI—Arthur J. Clement.
 2337 Milwaukee, WI—Bernard E. Jabes.
 2344 Merrill, WI—James H. Schmidt, Theodore Hagedorn.
 2350 Scranton, PA—John Bandru.
 2361 Orange, CA—Eula Mae Stevenson (s), Virgil J. Stiles.
 2375 Los Angeles, CA—Barney B. Howell, Charles H. Popejoy, Leslie M. Still, Walter J. Donaher, Wilbur H. Melton, William A. Reid.
 2391 Holland, MI—Elmer M. Fisher, Melvin E. Boerman.
 2404 Vancouver, B. C., CAN—Charles Peck.
 2411 Jacksonville, FL—Samuel H. Chance.
 2429 Fort Payne, AL—Eula Genevieve Hammon (s).
 2430 Charleston, W. VA—Emmons B. McConihay, Wade H. Bennett.
 2435 Inglewood, CA—Harold H. Ayer, Sherri Lynn Butler (s).
 2436 New Orleans, LA—Alban Albert Broussard.
 2458 Nelson B. C., CAN—Bill Demoskoff.
 2472 Clarksville, IN—Willie Mabrey.
 2490 McMinnville, TN—Clarence C. Womack.
 2498 Longview, WA—Chester L. Harris.
 2519 Seattle, WA—L. O. Gunderson.
 2530 Gilchrist, OR—Milton Virgil Schmidt.
 2536 Port Gamble, WA—Fred T. Wellman.
 2601 Lafayette, IN—Otto E. Patterson, William R. Stichter (s).
 2605 Chambersburg, PA—Mary Elaine Foore (s).
 2608 Redding, CA—Marie Murray.
 2633 Tacoma, WA—B. A. Nelson, Jesse Brownrigg.
 2652 Standard, CA—Albert L. James, Ray C. Rodrigues.
 2679 Toronto, Ont., CAN—Franco Abate.
 2693 Pt. Arthur Ont., CAN—Raymond Aho.
 2714 Dallas, OR—Andrew Hodney, Arnold Androes.
 2715 Medford, OR—Roy R. Carter, Vernon J. Lay.
 2761 McCleary, WA—Otto Blakely, Vernon L. Lewis.
 2767 Morton, WA—Bill Redick, Sherwood Rowland.
 2787 Springfield, OR—Homer W. Paslay, Roy Landrum, Wayne D. Houston.
 2817 Quebec Que, CAN—Georges Bergeron.
 2819 New York, NY—Ariel E. Coger, Steven Csencsits.
 2848 Dallas, TX—Travis Frazier.
 2902 Burns, OR—Victor L. Everhart.
 2927 Martell, CA—Vivian Merilee Link (s).
 2947 New York, NY—Henry Hoyte, Joe Hickman, John Heinrich, Karl Benson, Sam Golub.

2949 Roseburg, OR—Cecil J. Hammond, Clifford J. White, Frank J. Long, Harold B. Thompson, Marie I. Martin (s), Vincent E. Grace.
 2961 St. Helens, OR—Elva Lyle (s).
 3088 Stockton, CA—Lem J. Weaver.
 3091 Vaughn, OR—Gladys Marie Yoder (s).
 3141 San Francisco, CA—Josh G. Tharp.
 3161 Maywood, CA—Ada L. Bell.
 3223 Elizabethtown, KY—Marshall H. Ash, Sr.
 7000 Province of Quebec, LCL 134-2—Alphonse Carrier, Alphonse Cormier, Charles Eugene Larouche, Franz Zeithoffer, Joseph Dolor Lebeau, Mathilda Theriault (s), Noella V. Landry (s), Odilas Charette.
 9042 Los Angeles, CA—Ronald Bradley Metcalf.
 9047 Cincinnati, OH—Clinton W. Shaffer.
 9063 Richmond, VA—Theresa A. Giordani (s).
 9074 Chicago, IL—William C. Haack.
 9088 Oakland, CA—Robert W. Hoff.
 9190 Minneapolis, MN—Gloria Ann Kopilchak (s).

Union Advantage

Continued from Page 15

low but stable, while construction and transportation are still troubled areas, he said.

A major problem for both union and non-union workers is that they are not getting their fair share in productivity improvements, Zalusky noted.

"Union workers have been doing better than non-union workers, and are staying ahead of changes in the cost of living. However, non-union workers have not been keeping up even with changes in prices," he said.

While the number of contracts settled in the first quarter of this year was small and covered only 173,000 workers, BLS said that about one million other workers were under major contracts that had expired during the quarter. Either their contracts had not yet been renegotiated or new agreements had not been ratified.

Unions Regaining Favorable Status, Gallup Poll Shows

A recent survey by the Gallup Poll shows that American labor unions are receiving more public approval today than they did in the 1970s.

The long slide in status from 70% acceptance in 1965 to 55% in 1979 and 1981 appears to have come to a halt, as the latest survey shows a 58% approval of unions by the general public.

The change is more apparent on the disapproval side, with 27% currently saying they disapprove of labor unions compared to 35% in a 1981 survey.

According to Gallup, a key factor in the improved ratings given unions today are the views of members of labor union families themselves. Although the present 52% approval rating among non-union families is not significantly changed from 1981, approval among union people has increased by 8 percentage points.

NLRB Tilt

Continued from Page 11

The management tilt of the NLRB hasn't been confined to the board's policy-making side.

Dotson installed a former staff attorney for the anti-union National Right to Work organization as the NLRB's solicitor. And Reagan chose an attorney from a law firm representing management for the independent post of NLRB general counsel, who heads the agency's field staff and is responsible for prosecuting violations of labor law.

The byproduct of the NLRB's increasing affection for management has been a reluctance by unions to use the machinery of the NLRB to seek recognition or remedy unfair labor practices. Even before the Dotson Board, unions had found the National Labor Relations Act too weak to effectively protect workers seeking to organize. And remedies to correct injustices which are available to even a well-intentioned labor board are too mild to deter hostile employers.

Trojan Luggage On Unfair List

At the request of the United Furniture Workers of America, the AFL-CIO has placed the **Trojan Luggage Company** of Memphis, Tennessee on the Unfair List.

President Carl Scarbrough advised that Local 282 UFWA struck the **Trojan Company** in April 1985 when the employer insisted that employees pay \$50.00 per month for their health insurance.

Average wages are only \$4.96 per hour.

The company has reported profits of \$1 1/2 million for the years 1982, 1983, and 1984; and is now operating with scabs who are assembling imported luggage parts.

Brown & Root

Continued from Page 20

jor part of the work force at the two-unit nuclear power plant being built near Bay City, Tex.

As many as 600 Carpenters and 100 Millwrights have been employed by EBASCO Services, Inc., of New York, prime contractor, and by Bechtel Corporation, which now provides engineering and construction management.

"The quality of work that the Brotherhood, along with other crafts from the Building and Construction Trades Department, provide to this project is a great factor in seeing that the schedules are met and accomplished within budget," a management spokesman recently stated.

WHAT'S NEW?



FASTENING SYSTEM



Availability of a new eight-page, full-color brochure explaining "how to get a better grip on productivity" with the Fabco® Con-Fixx® Concrete and Masonry Fastening System, is announced by FABCO Fastening Systems, Townsend Division of Textron.

Complete details are given on the Fixx® Con-Fixx® system . . . how it simplifies productivity, simplifies installation, and simplifies selection of the proper screw anchor.

Included details are given on the Fabco® Con-Fixx® system: The Fabco® Con-Fixx® Drill and Drive tool that permits both drilling and anchor fastening in two easy steps; the complete line of Fabco® Con-Fixx® self-tapping screw anchors designed specifically for masonry, stone and concrete; and the carbide-tipped drill bits with tolerances matched to the various screw anchors.

Documentation on pull-out strength of the extra-large diameter Fabco® Con-Fixx® screw anchor is also given for 2700, 4340, and 5300 psi concrete, as well as for lightweight block. Key to the systems holding power is the extra-large diameter trilobular screw anchor combined with the supplied matched-tolerance carbide-tipped drill bits. With 36 screws to cover the full range of needs, users are assured of achieving proper hole diameter

and maximum thread-holding power for each application.

A separate Troubleshooting Guide that presents easy solutions to concrete and masonry fastening problems is also included.

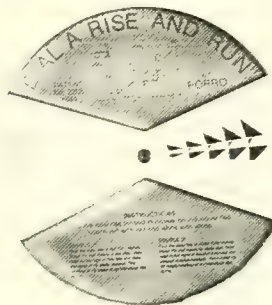
Copies of the FABCO® Con-Fixx® literature and product samples are available from Peter Planchon, Con-Fixx® Product Manager, FABCO Fastening Systems, Townsend Division of Textron Inc., Stanfield, NC 28163.

STAIR-RISER DIAL

If you struggle over difficult calculations when designing a set of stairs and still end up with an inch or two left over, you'll be interested in "Dial-a-Rise and Run," gadget patented by Peter W. Porro, member of Local 165, Pittsburgh, Pa., which cuts the calculation time to seconds and the accuracy, according to Porro, to one-eighth of an inch.

Porro, a union carpenter for 35 years, says all you need to do is measure the total rise, spin the Dial-a-Rise and Run to find the total number of steps you'll need, the rise of each step within $\frac{1}{8}$ inch, the tread size, and the total run.

Porro is offering his new calculator to fellow UBC members at \$5.00 plus shipping and handling charges of \$1.50 for a total of \$6.50. To order one, write: Peter Porro, 2205 Yale Drive, Pittsburgh, Pa 15210 or telephone: (412) 881-2205.



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APA Design/Construction Guide: Residential and Commercial, is a 56-page guide to American Plywood Association trademarks and details on specifying, installing, and finishing APA trademarked panels. Application recommendations for floor, wall and roof systems, diaphragms, fire- and wind-resistant construction, energy conservation, noise control, and numerous construction systems and techniques are included. Illustrations and load-span tables enhance the descriptions.

For a free single copy of *APA Design/Construction Guide: Residential & Commercial*, write the American Plywood Association, P.O. Box 11700, Tacoma, Washington 98411, and request Form E30.

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

INDEX OF ADVERTISERS

Chevrolet	29
Clifton Enterprises	19
Estwing Mfg. Co.	23
Foley-Belsaw	23
Full Length Roofer	39
Irwin Co.	39
Marsupial Enterprises	18
Vaughan & Bushnell	30

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A. RIECHERS

P. O. Box 405, Palo Alto, Calif. 94302

A Major Humanitarian Cause for Labor

*Institute in Florida
to seek disease cure*

Many problems exist throughout the country for organized labor. Oppressive labor laws and the actions of the Business Roundtable are only two of many subjects which we could write books about.

But after awhile, these problems become very repetitious. When we get down to the nuts and bolts, the real key to solving most of our problems is organizing, and especially organizing in the industries we serve.

Besides the problems we have in labor throughout the country, we also have several prominent social issues, one of which I wish to speak to you about this month: There is a disease running rampant in North America with more than 12 million victims—the disease called diabetes.

In talking at various meetings, I have brought up the subject of diabetes and, so as not to embarrass anyone, I ask all present to raise their hands if they either suffer from diabetes or have a relative or dear friend with diabetes. The response is often surprising. Normally, a large majority raises its hands.

Treating diabetes amounts to more than just a shot in the arm—taking insulin. Diabetes is a disease that ravishes people of all ages and doesn't have respect for sex, color, or religion. It is caused by a deficiency of insulin, a hormone produced in the body by the islets of Langerhans of the pancreas. It affects the heart, kidneys, liver, eyes, and all other parts of the body. A large number of the amputations in our hospitals are connected to diabetes.

This is what I would like to bring to your attention: I had the pleasure about 18 months ago of meeting in my office with a group of

people concerned with the problems of diabetes. One of the group was a union contractor whose wife suffers from diabetes. Another was a man whose son is legally blind because of diabetes and whose wife has donated one of her kidneys to be given to a son. The history of kidney transplants for a diabetic is such that within five years it is expected that diabetes will attack the new kidney. I have two or three very good friends who have had their legs removed recently, trying to combat diabetes.

This group that I met with in my office represents the Diabetes Research Institute. I, and a couple of other people, Edward Carlough, president of the Sheet Metal Workers, and Robert Georgine, president of the Building & Construction Trades Department, AFL-CIO, have continuously met with these people over the past 18 months. They wish to build, and they will build union, a Diabetes Research Center at the University of Miami, Fla. The land is being dedicated and given to them by the university; however, it will cost many millions of dollars to build this research center so that they will have a place where they can bring in the finest doctors and technicians who specialize in diabetes.

In their research, scientists have taken the pancreas from a dog that did not have diabetes and transplanted this organ into a dog that had diabetes. They were thus able to successfully retard the spread of the diabetes. Just recently, and you will probably hear or read about it in the coming weeks, they have taken the pancreas of a healthy person, removed the islets of Langerhans, and injected them into a young woman who had diabetes. As of this writing, the procedure was successful.

The main purpose of this article is to make you aware that, through our efforts, we have been successful in getting the AFL-CIO and the Building and Construction Trades to go on record and pledge funds in the neighborhood of \$8 million to \$10 million to build the research center in Florida.

I am appealing to you, as well as to all labor people throughout the country, to take an active part in this drive to raise funds. If we had a dollar from every union man and woman in the country, it would be enough to build the center. However, as you and I

both know, it is not that easy. Many don't have the extra dollar to give, even if they want to.

In the months ahead, we will be sponsoring throughout the United States all sorts of fund-raising projects and we will be, with hat in hand, begging you to ask people to donate to the Diabetes Research Institute. I am sure that many of you have a relative who suffers from diabetes. The hardest thing to see is young people as I have seen . . .

- a girl five years old, suffering from diabetes, who has gone into shock, and who has had several reversals,
- a young girl who is 16 and blind and prays that one day they will have a cure for diabetes,
- a young man who has had a leg removed at the age of 26 because of diabetes,
- another blind young man who is stone blind from diabetes,
- a man who spends two days a week on a dialysis machine hoping for a cure to diabetes.

It is really a monster that preys on young and old alike, and I am sure that most of you who have relatives or friends with diabetes have an idea of what I am talking about. My only personal connection with diabetes was my father-in-law, who suffered with diabetes but not to the extent of amputation. He died of a stroke.

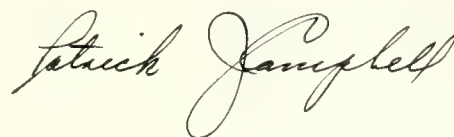
With all of these things in mind, I am appealing to each and everyone of you to give careful consideration to assisting these people in the Diabetes Research Institute. We are preparing to set up a Diabetes Research Institute Fund through the Brotherhood, and I will be appointing in the very near future representatives within each state and district council to take this appeal to the membership.

We have made a videotape, which I hope will be ready sometime in August. This tape will be made available to all local unions, district, and state councils. I ask that you do whatever is possible to make this drive successful, so that in the near future we will help realize the completion of this Diabetes Research Center and, in future years, a cure for diabetes, as we have had for infantile

paralysis (polio) and are striving for with cancer. Medical research is a very expensive proposition, and by creating the Center, there will be a clearing house for information from all over the world. Doctors and technicians can be brought in to work as teams, to conduct experiments, and to share information, so that we may realize a cure as soon as possible.

Should you have any suggestions or any ideas regarding this fundraising effort, I will be only too glad to hear from you. I am sure that if you are able to see our promotional videotape, you will have some idea how I feel, especially as it applies to the number of young people who are struck down by this dreaded disease.

I urge you to join me in supporting this lifesaving effort.



Patrick J. Campbell
General President



Give them a hand!

The General Executive Board of the Brotherhood has authorized the creation of a UBC Retirees Club, a network of local organizations for retired members of the union and their spouses.

Like similar groups functioning in other trade unions, these local organizations will respond to the needs of the growing number of older citizens for recreation and social contacts, for community activities, and for important legislative and political education work.

Help them get organized; help them get their local group functioning; help them to be effective!

Our retired members have served this union very well. They deserve the best from us.

The UBC Retirees Club is open to all retirees who are members of the Brotherhood. And membership is open, also, to their spouses.

The UBC Retirees Club will serve its retired members—but in doing so it will serve the UBC, too.

It's in the interest of all of us to help create and maintain strong and lively chapters of the UBC Retirees Club . . . to cooperate with it . . . and to encourage our retired members to "keep up the good work."



NEED INFORMATION?

The UBC has created a new Retiree Department at our Washington headquarters. Every local union, district and provincial council in the U.S. and Canada has been sent an information kit on the new UBC Retiree Clubs.

UBC has the following printed materials available to your local union:

- Retirees Club Constitution and Bylaws.
- Retirees Club membership cards.
- Charter Applications.
- A poster for display at union halls.
- A leaflet for retirees telling about the Retirees Club.
- An Information Kit with printed material from the UBC, the AFL-CIO, and U.S. and Canadian senior citizens organizations of interest to retirees and to those setting up UBC Retirees Club local units.

Check with your local union secretary for details on how you can help form a local club.

August 1985

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

**Highway and Bridge Money
Should Be Put to Work**

PAGES 2, 3, and 4



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Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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AUGUST, 1985

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

Our Highways and Bridges Need Work	2
National Joint Heavy and Highway Construction Committee	3
Interstate Highway Construction..... Boris Weintraub	4
Pension Funds: Investment in the Future	6
Tax and Budget Fights Crucial for Working Americans	9
Unions Emphasize Commitment to Job Corps	12
Testimonial for Leon Greene	15
Preserving Wood and Your Health	18
The Louisiana-Pacific Boycott Continues	24
Missing Children	24

DEPARTMENTS

Washington Report	5
Ottawa Report	11
Members in the News	14
Labor News Roundup	16
We Congratulate	17
Plane Gossip	20
Local Union News	21
Apprenticeship and Training	25
Consumer Clipboard: You'll Feel Better for Asking	28
Retiree's Notebook	30
Service to the Brotherhood	33
In Memoriam	37
What's New?	39
President's Message..... Patrick J. Campbell	40

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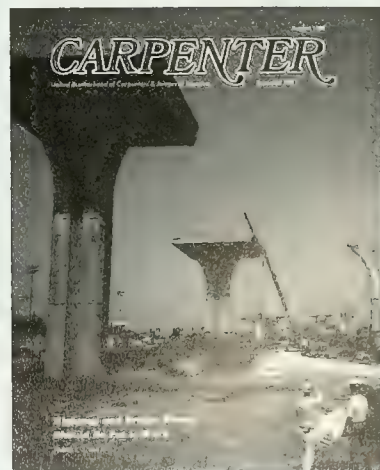
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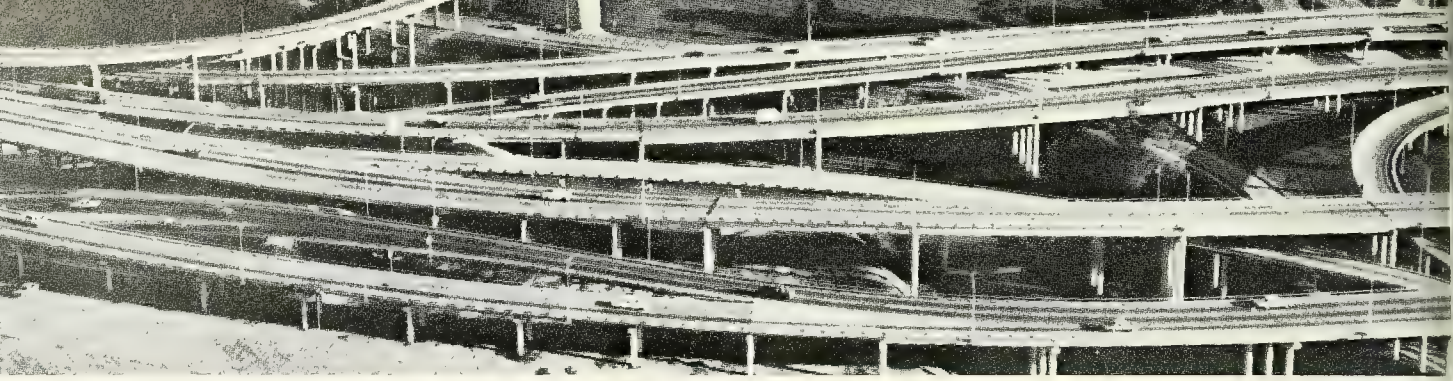
Engineers unroll a blueprint to check progress on a highway construction project in South Louisiana. The huge concrete piers which loom in the background will eventually hold roads and access ramps high above the "gumbo mud" of the Mississippi Delta, as industry spreads southward to the Gulf Coast.

This summer, highway construction is underway in many parts of the country, but will it be enough to meet America's growing transportation needs? Will the transportation construction industry employ enough skilled union tradesmen to relieve some of the recession which still exists in the building and construction industry? And will it be wise enough to employ the best workmen available, namely, members of the AFL-CIO Building and Construction Trades?

Our cover story this month delves into North America's need for improved and repaired highways and bridges and describes the work of a union group ready to supply the manpower to get the job done . . . the National Joint Heavy and Highway Construction Committee, of which the United Brotherhood of Carpenters and Joiners of America is a founding member.—*Photo by F. Gordon for H. Armstrong Roberts.*

NOTE: Readers who would like additional copies of this cover may obtain them by sending 50¢ in coin to cover mailing costs to the Editor, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.





Highway and **B**ridge Money Should

Early this year, a transportation industry spokesman reminded a Congressional subcommittee that, as of January 1, 1985, there was a cash balance of \$10 billion in the U.S. Highway Trust Fund and one of more than \$7 billion in the Airport and Airway Trust Fund.

"This money should be put to work," he said. "The revenues have been paid into the Treasury by highway and aviation users for the purpose of improving transportation facilities. We do not agree that this \$17 billion ought to be kept in the Federal treasury as an offset against the national debt."

Since Congress heard this statement, some Federal funds have been released to the states to improve transportation facilities. On March 5 the U.S. Senate approved a \$7.2 billion highway/transit

funding measure. The bill was sent to the White House and approved by the President.

However, this release of funds was soon followed by a Reagan Administration plan to freeze Fiscal Year 1986 highway funds at the same level as those for Fiscal Year 1985. Some analysts say that this is far below the financial capacity of the Highway Trust Fund, and that much additional money should be put into the highway infrastructure while unemployment is still high.

Federal and state matching funds are needed now. Unions with bridge and highway construction members cite these reasons:

- Of America's 565,000 bridges and overpasses of all shapes and sizes, an estimated 45% are either obsolete or deficient. About

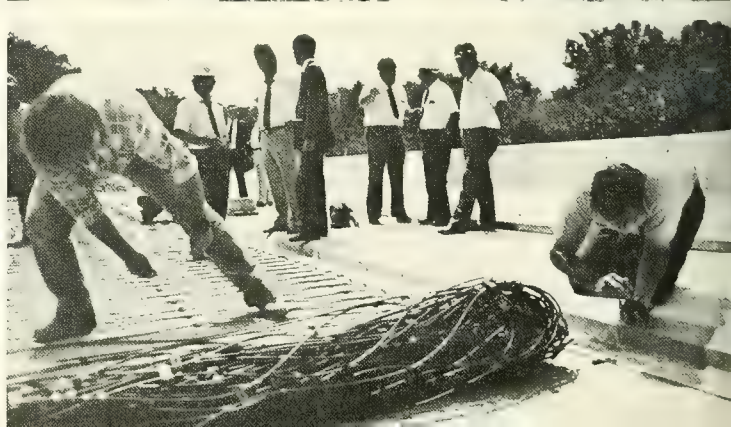
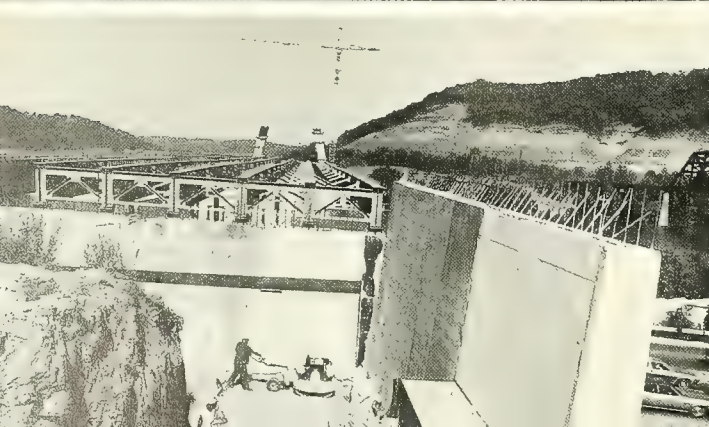
one in five are so unsafe that they're limited to light vehicles only.

- In the State of Maine, we are told, almost two-thirds of the highways need immediate improvements.

- New York City is on a 200-year cycle of repairing its streets. That means that by the Year 2185, the Big Apple will have repaired all its highways and byways. That's a long time to wait, but consider the fact that Elizabeth, N.J., is into an 800-year repair cycle—and the U.S. may not even need highways in 2785 A.D.

- The Federal Highway System estimates that \$495.7 billion is needed to remove all the deficiencies in the nation's highway system.

There is hope for a resurgence of federal and state spending on highways. The highway assistance bill recently passed by Congress is divided into cat-



Matching funds from the states may be hard to come by if the Reagan Administration proposal to eliminate income tax deductions for state and local taxes is adopted.

e Put to Work

egories of funding. The largest allocation is for the Interstate Highway System and its program for completion by 1990 (See Page 4). The second largest category is what is known as the "85% Minimum Allocation," which ensures that every state will receive a minimum of 85% return on Highway Trust Fund taxes collected within the state. Other categories cover transfer funds and special projects.

Once the funds are prorated in Washington, its up to the states to come up with matching funds, and it is up to the state highway/transportation departments to move this funding to contract as quickly as possible, so that contractors can take advantage of the good-weather months of the fiscal year.

According to the *Dodge Reports*, a

construction industry publication, all regions of the United States will show some gain over 1984 figures in highway and bridge construction this year—up 9% in the Northeast, 5% in the North Central Region, 6% in the South, and 8% in the West.

Nevertheless, there is still a gap of billions of dollars between what is needed for the U.S. highways and bridges infrastructure between now and the Year 2000 and what is expected in state and Federal expenditures. According to the Joint Economic Committee of the U.S. Congress' National Infrastructure Study, a total of \$720 billion will be needed between the Year 1983 and the Year 2000, but a shortfall of \$265 billion is expected.

In any case, district councils of the United Brotherhood and other Building Trades groups are conducting negotiations with heavy and highway contractors across the country each year and calling upon their state legislators to provide matching funds for highway systems.

A real uncertainty, every year, is the amount of matching funds. State highway officials are concerned that proposals by the Reagan Administration to eliminate deductions for state and local taxes from the Federal income tax may result in either less revenue available to the states or higher state and local taxes being imposed to make up for possible losses in the states. Because of recent drops in revenue sharing and general economic conditions, most states are hard pressed to make ends meet.

So union contractors can compete

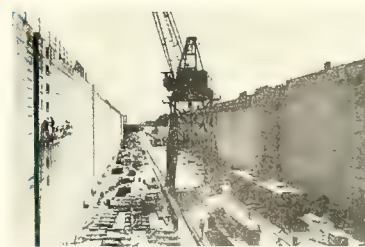


The need to establish a common labor-management policy in heavy and highway construction is more imperative today than ever before. There's work to be done and jobs to be filled.

To assure that skilled, union construction workers are employed, and that union contractors get the contracts, in 1954 the major unions in the industry created the National Joint Heavy and Highway Construction Committee. At that time the general presidents of the Carpenters, Laborers, Operating Engineers, and Teamsters signed a "Declaration of Policy" to coordinate their activities on heavy and highway construction work. An office was established in Washington, D.C., which is maintained today by Terry G. Bumpers, administrative assistant.

The Plasterers and Bricklayers eventually joined the group, and today a representative of each of the six unions serves on the National Committee. The UBC representative is Edward Hahn, assistant to the general president.

Through its Construction Industry Information Network (CIIN), the national office provides timely, targeted project information, links union general contractors with union subcontractors, assists expansion plans into other areas and into other types of construction, and serves as a clearing house for information on the industry. The committee has provided union contractors with an ability to compete in any and all areas.



The National Joint Heavy and Highway Construction Committee negotiated the agreement covering the largest domestic Corps of Engineers job ever let—the Tennessee-Tombigbee Waterway: \$277,384,830; 90% union.

New Techniques and Technology Are Construction Cost Factors

America's transportation system is undergoing stress in the 1980s, as more people move to the cities and become commuters, as railroads continue their decline and thousands of tractor trailers take to the open road.

To alleviate the stress and increase the safety factors on our highways and bridges, the transportation construction industry has introduced new technology.

At upper left, opposite page, the Cabin John Bridge which spans the Potomac River above Washington, D.C. handles upwards of 120,000 vehicles per day. Built only 20 years ago, it is now undergoing rehabilitation. Nobody was willing to accept permanent lane closures, so the contractor moved traffic lanes onto the shoulders and proceeded to build a new connecting span in the middle. Construction equipment must access the site via the median to protect Federal park land.—*American Transportation Builder photo.*

At upper right, Missouri highway engineers are pressure-injecting an insoluble

mixture as a slurry into embankments and right-of-ways as a means of slide stabilization. *Missouri Highway and Transportation Department photo.*

Lower left, construction tradesmen work the approaches to the "wishbone" bridge which spans the Ohio River between Weirton, W. Va., and Steubenville, O. It's called "wishbone" because it employs a central wishbone-like structure in the river, with cables fanning out to support the girders.—*West Virginia Department of Highways photo.*

At lower right, an electric carpet is laid over a George Washington Memorial Parkway bridge near the nation's capital as part of an experiment to keep the bridge from rusting. When the bridge is repaved, the wire mesh will carry a harmless electric current—the energy of a 100 watt light bulb—which should keep the bridge from corroding, according to a government spokesman.—*Montgomery (Md.) Journal photo.*

Interstate Highway Construction:

The End Is Almost In Sight; Now There's Concern For Deterioration



Construction workers lay down a section of the Pennsylvania Turnpike in the late 1930s. Many toll roads such as the Pennsylvania Turnpike, an early limited-access highway and a predecessor of the Interstate Highway System, were built before interstate construction began in 1956. They were folded into the new system to avoid building duplicate free highways and to protect the financial health of state and local turnpike authorities.

BY BORIS WEINTRAUB

National Geographic News Service

Everyone in Washington calls it the Interstate Highway System, but its official name is the National System of Interstate and Defense Highways. Thereby hangs a tale.

On July 7, 1919, a young lieutenant colonel left Washington as an observer on a convoy of nearly 80 military motor vehicles to see whether the nation's roads were adequate for the national defense in a motorized age.

The first night the convoy reached Frederick, Md. The next night it reached Gettysburg; the next night, Bedford, Pa., 165 miles from Washington. And so it went, all across the country, until it arrived in San Francisco after 62 days on the road.

"I think that every officer on the convoy had recommended in his report that efforts should be made to get our people interested in better roads," the lieutenant colonel recalled many years later.

OBSERVER-PRESIDENT

But he had a better chance than his fellow officers to do something about his recommendation. In 1956, as president of the United States, Dwight D. Eisenhower signed legislation creating the Highway Trust Fund to finance construction of the Interstate Highway System.

Today, almost three decades later, the interstate system, sometimes called the greatest public-works program in history, is more than 96% complete. More than 41,000 of its authorized 42,500 miles have been built. Only a handful of gaps remain on its rural portions, and construction has begun on most of them. Controversy still rages over sev-

eral high-cost urban projects, but, as one expert says, those have more to do with politics than transportation.

This vast network of limited access roadways, in every state but Alaska, has had a tremendous, and often unforeseen, impact on the nation.

It has only 1% of U.S. road mileage, but carries 20% of vehicle mileage. It has spurred a trucking boom, but a decline in railroads. It has created new business centers at its interchanges, but caused the death of businesses along older roads. It links 90% of cities of more than 50,000 population, but freeways in many of those cities aroused opposition that has delayed the system's completion. Freeways have been blamed for destroying historic sites and ripping up neighborhoods.

Interstates are safer than conventional roads, largely because of their special features: controlled access, a minimum of four lanes, a median strip between the two directions of traffic, no cross traffic, and acceleration and deceleration lanes.

But the defense aspect remains. Pentagon planners worry about whether they can move troops and tanks "from fort to port" for rapid deployment overseas, and some interstate sections have been built with special defense needs designed into them.

1990 COMPLETION SET

The 1956 act, passed 12 years after Congress mandated the building of an interstate highway system, called for completion by 1970 at a cost of \$27 billion. States pay 10% of the cost, the federal government providing 90% out of the Highway Trust Fund, built up

by gasoline taxes. Completion of the remaining 1,500 miles is estimated to cost another \$22 billion, bringing the total to more than \$130 billion. The system is to be completed by 1990.

"About 1990 or never," says Francis B. Francois, executive director of the American Association of State Highway and Transportation Officials. "It's possible that, instead of finishing it, some may recommend that we send up a flag, hold a parade, and declare victory."

"Back in 1956, everyone understood that the first priority was the completion of the interstate system, and that we would stay with it to the bitter end. But 30 years later, all of the players who made all the agreements have left office. And today's players are saying, 'What deal? What understanding?'"

Many states, having built all their allotted interstate mileage, care more about the deterioration of their roads, and about access of truckers, farmers, city dwellers, and everyone else to the system, than they do about its total completion.

In a sense, the system is a victim of its own success.

"There isn't any product that doesn't move on rubber any more," says John A. Clements, president of the Highway Users Federation. "Big corporations don't need big warehouses any more; they have mobile warehouses, trailers filled with parts made in Tulsa scheduled to arrive at a plant in Cleveland at just the right time."

"You have such a high ownership of automobiles in this country that the interstate offers a variety of recreational

Continued on page 26

Washington Report



NO DAVIS-BACON OFF BASE

Family housing built and financed by private firms for long term lease to the Federal government is covered by the Davis-Bacon Act when the units are built on a military base but not when they are located on private land off the base, the U.S. Labor Department has ruled.

The decision resolves an issue arising at Fort Drum, N.Y., in connection with an experimental program authorized by Section 801 of the Military Construction Authorization Act of 1984. Under this two-year program, each military department of the Defense Department is authorized to enter into contracts with developers under which the developers will construct, with private financing, pursuant to Defense Department specifications, family housing units for military personnel, either on or near military bases. Upon completion of the buildings, the developers undertake to lease them to the government for up to 20 years.

The Department's decision was made by its Wage and Hour Division, which administers the Davis-Bacon Act, a federal law which requires generally that wages paid on federal construction be no lower than those determined by the Secretary of Labor to be prevailing in the locality for similar work.

The total potential construction at Fort Drum is roughly \$1 billion. The Section 801 family housing unit construction that will not be on the Fort Drum base is valued at approximately \$110 million, approximately 11% of the planned construction activity.

RUNAWAY MONEY CHANGERS

The labor press occasionally reports on "runaway plants," the manufacturing facilities which move to areas of cheap labor so that their owners can reap higher profits. The Washington, D.C.,-based National Geographic Society, now tells us about runaway banks, insurance companies, and similar financial institutions:

The Cayman Islands, a little cluster of islands south of Cuba, with a population of only 19,000, but no tax laws, are home to 460 banks, 465 insurance companies, and more than 17,700 other companies and corporations, says National Geographic.

LABOR BACKS PELL GRANTS

The AFL-CIO has urged Congress to increase Pell Grant education assistance, which has been eroded by inflation and eligibility restrictions, so that financially needy students may continue to attend college.

"The AFL-CIO does not wish to see the 20th century end as it began, with choice in postsecondary education defined not by ability but by bank balance," Dorothy Shields, the federation's education Department director, told a House Labor and Education subcommittee.

About three-fourths of the students who receive Pell Grants come from families with incomes below \$15,000, she noted. She added that about half these students are self-supporting, and that nearly a third are minority students.

For the current fiscal year, Congress authorized increased amounts for Pell Grants and for federally guaranteed student loans over President Reagan's objections.

Listing Reagan's proposals to drastically cut Pell Grants and other aid programs to needy students each year since 1981, Shields commended Congress "for resisting the Administration's onslaught against student financial aid."

FORMALDEHYDE AND OSHA

The U.S. court of Appeals for the District of Columbia has ordered the Occupational Safety and Health Administration (OSHA) to set a standard for formaldehyde use by October 1.

Fifteen unions, including the United Brotherhood, had brought OSHA to the federal appeals panel because the agency had refused to comply with a lower court order that a formaldehyde standard be set by April 15. On that day, instead of a standard, OSHA issued an advanced notice of rulemaking, the first in a long series of steps leading to a standard.

In its ruling, the appeals court stated, "We cannot allow OSHA to cause undue deferral of already much-delayed action."

If OSHA fails to act by October 1, the judges said, "the Court will entertain a motion to compel OSHA to issue a standard."

2.3 MILLION JOBS LOST

A Labor Department study shows that 2.3 million U.S. manufacturing jobs have been lost since 1979 as a result of two recessions and record trade deficits.

The report by the department's Bureau of Labor Statistics said 35 states and the District of Columbia have failed to recover all the production jobs lost between 1979 and March 1985. Six states failed to recover 100,000 or more manufacturing jobs: Illinois, 324,000 jobs; Pennsylvania, 286,900; Ohio, 270,300; Michigan, 240,400; New York, 169,000; and Indiana, 128,800.

Of the 14 states where the level of factory jobs is now above the 1979 levels, only three showed a growth of at least 25,000. They are California, 88,100 new jobs; Florida, 79,700; and Arizona, 25,000.

PENSION FUNDS

Investment in the Future

The growing assets of multi-employer union pension funds offer powerful potential for unions. Wise decisions for use of the \$72 billion available for investment can result in union jobs, increased contributions to the plans, and competitive investment returns.

"It's one way our union can help control our destiny," says UBC General President Pat Campbell.

Unions throughout the nation have been pooling their retirement plan assets through special investment foundations that serve as fiduciary and real-estate investment managers. One of the largest and most respected investment trusts is the AFL-CIO's own Housing Investment Trust. Assets from 165 participating pension funds, currently at \$112 million, are invested in federally guaranteed mortgages on union-constructed homes and nursing homes.

Other foundations make investments in local or regional real-estate projects that will employ union carpenters, plumbers, electricians, and other organized building-trades craftsmen. Since 1980, nine foundations have been formed, creating hundreds of jobs with an estimated \$240 million worth of investments.

With union enrollments declining, job-producing investments clearly make sense. "Essentially, it's a question of self-preservation," says Dennis Walton, chairman of a union pension fund in Florida. Up until now, pension funds have been managed by banks and insurance companies, not by unions and their members. Because pension funds require guaranteed, high-return rates, a majority of the investments made were in the stocks and bonds of America's 100-200 largest corporations, many of which are non-union or have established plants overseas.

Real-estate investments make good financial sense. Returns are higher overall for these easily-arranged investments. According to *Labor and Investments*, an AFL-CIO publication, real-estate investment is especially attractive to construction industry pension funds because projects can be targeted locally, require no financial commitment up front, and allow each fund to retain its investment autonomy. Risk is minimal because funds are pooled, reducing individual exposure of funds. The assets of pension funds are increased as well—employing union members increases contributions to the funds.

Still, caution must be exercised in project undertakings—labor's new financial clout has stirred controversy. Conflict has erupted over interpretation of the 'prudence' provision of the Employee Retirement Income Security Act of 1974 (ERISA). The Reagan administration's anti-labor attitude claims that, in some cases, pension fund trustees violated fiduciary responsibility for failing to get the highest possible return on the investment. This was refuted by the courts.

One such case involved Operating Engineers Local 675. The Department of Labor (DOL) claimed that the union's pension trustees had breached their fiduciary duties to the plan's participants and beneficiaries, but the U.S. District Court ruled in favor of the union. The decision defended the prudence of the trustees' decision-making, noting their responsibility in seeking extensive advice on their investment.

The court's ruling will help to clarify the investment provisions of the law and prevent future complications. Careful review of proposals will assure that investment is done in accordance with



UBC members working on a construction project funded by Union Labor Life's "J for Jobs" Program. ULLICO works in full compliance with local Building and Construction Trades Council practices.

the law. Burgess Chambers, executive vice president of ICC Realty Advisers, Inc., of Orlando, says there are two key "don'ts" that pension trustees must follow. "The first 'don't' is you don't loan pension-fund money at below-market rates," says Chambers. "The second 'don't' is that you don't sacrifice security for high rates of return."

In light of the legal climate and the need for security, the screening process for investments is lengthy and thorough. The cautious strategy unions are implementing is reflected by the investment process of the Union Labor Life Insurance Company (ULLICO), the Housing Investment Trust (HIT), and foundations like the Palm Coast Affirmative Investment Roundtable (PAIR).

ULLICO's investments, made under the "J for Jobs" account, are researched thoroughly and evaluated with conservative criteria. The acceptance rate for proposals is about one in eight.

Security of the "J for Jobs" account is assured through diversified holdings—location and type of construction are varied to insulate participating funds from national and regional market changes.

HIT's selection process is equally careful. The Trust invests only in government-insured or guaranteed construction loans and permanent mortgages.

In a recent screening, PAIR considered over 50 real estate proposals in the course of nine months before one project was accepted for a fund commitment. The final-choice project, a \$2.5 million venture, generated 281,000 man-hours of work for union members.

It is now obvious that the job-producing successes of the nine existing pension-fund investment foundations have sparked the creation of two more, in northwestern Ohio and in Baton Rouge, La. As union pension funds become an increasingly large force in

capital markets, their investments will vault them into a stronger position in the economic arena. This position will give unions the power to influence banks and other institutions in their dealings with anti-union companies.

There is vast potential for union jobs and economic justice. According to a 1979 Bureau of the Census Current Population Survey, retirement plan coverage of full-time private wage and salary workers indicates that almost 4 out of 5 employees represented by a union were covered by a retirement plan, a proportion twice as high as the coverage rate for employees not represented by a union. The pension assets of these plans have more than doubled since 1970.

Union members have always had pension income to look forward to in their earned period of leisure. Now, with labor's commitment to create jobs with pension-fund investment, working people have a new source of present and future security.



Anderson relates his hijack experience at a Local 199 meeting. He was introduced by Business Manager Frank Strano, shown at right rear.

Kenneth E. Anderson, 62, a member of East Side Chicago, Ill., Local 199, was one of the 39 hostages on the recently hijacked TWA airliner who spent 17 days in captivity in Beirut at the mercy of Shiite terrorists.

Anderson described his experience at a recent Monday night meeting of Local 199, following the installation of officers.

Before the meeting, a trim and suntanned Anderson sat in the local's business office, shook hands with friends, and told a reporter for *The Daily Calumet* his story.

Anderson has been a member of the local union since 1947, when he moved west from the Ohio valley where he worked on bridge construction and in a paper mill. He's now a superintendent for Power Construction Co. of Elmhurst, Ill.

For the past 12 years Anderson has resided in Fox River Grove. His wife Lorraine, who was with him on the commandeered flight, is a member of St. Margaret Mary Church

East-Side Chicago Member Was Beirut Hostage

in Algonquin, Ill., where the Rev. William McDonnell, another hostage, is pastor. There were 34 passengers on the ill-fated flight from the Algonquin church. They had toured the Holy Land for nine days, then taken a Greek ship to Athens and boarded Flight 847, expecting to fly to Rome. Then the terrorists took over.

Mrs. Anderson was released with the women at Algiers, but her husband went through the whole ordeal in Beirut.

Yes, he saw 23-year-old Navy diver Robert Dean Stethem after he was beaten up by the terrorists. No, he didn't see who killed him. Anderson said he heard shots, but the sound of gunfire was frequent, so he didn't know exactly when Stethem was slain.

"They (the Shiite extremists) took (Stethem) up front and out of sight and worked him over. He had to be helped back to his seat. There was blood on his T-shirt around his neck," Anderson said.

"A story went around that one of those (terrorists) recognized (Stethem) as having been stationed in Beirut before, but that wasn't the case. I think they really wanted to kill somebody just to let you know they meant business," he said.

"I was finally convinced they were ready to blow up the plane with themselves on it, if they hadn't gotten their way," he added.

What was shocking to Anderson and the other hostages was the age of some of the

terrorists. He said about three-quarters of them appeared to be teen-agers—and they all were brandishing machine guns.

Anderson said he wasn't roughed up on the plane, but others were, including his wife, who was kicked in the arm. She sustained a minor injury.

Asked if he would want to see the Middle East again, Anderson was quick to refuse.

Later, the swearing-in ceremony was interrupted so Anderson could speak to the rank-and-file.

A grateful Anderson thanked everyone for their prayers and hailed the news media for "keeping the heat on the right people."

"We are still praying the seven people who are still being held over there (will soon be freed). We hope the rhetoric doesn't get too hard and nobody takes any real nasty action until those people are out of there," he said.

Anderson said there are more than just the seven hostages, one of them a Catholic priest from Joliet named the Rev. Lawrence Martin Jenco, at stake. He said many Americans work in the Middle East in universities, hospitals, and the consulate. And that many of those who returned to the states for summer vacation are now worrying how they will be able to get back, especially amid reports that the Beirut airport may be closed.

There were questions about food and living conditions. Anderson disliked the food—everything was drenched in olive oil. Clothes were at a premium and toilet and shower facilities were primitive.

Asked if he would write a book about his experiences, Anderson said he just wanted to forget the whole thing.

"I wouldn't wish this on anybody," he said.

UBC on the move

Settlement at Johnston-Tombigbee

In April 1984, 600 UBC members struck Johnston-Tombigbee Mfg. Co., Columbus, Miss., for better wages and working conditions. After returning to work unconditionally, negotiations continued for the next 14 months.

Finally, through the continued efforts of all the members and the Southern Council of Industrial Workers, the local was able to reach a three-year agreement that provided for wage increases every six months and the return of benefits which the company had previously taken away. The contract also provided for a dues check-off with a one-year escape clause.

The contract settlement offers better working conditions and will help to re-

build the local union and labor-management relations in Mississippi. Of the 400 presently employed at Johnston-Tombigbee, 300 are now members of the union. The company manufactures household furniture.

UBC leaders praised the work of the negotiating committee and the Southern Council representatives: *Negotiating Committee:* A. Ketton, President, Annie McClung, Louise Gray, John Sytes, and Emma Petty; *Representatives:* Robert Woodson, Bill Starks, and Ray White.

400 Vote to Join at Coastal Lumber

On June 20, 1985, workers at Coastal Lumber Co., Havana, Fla., voted 2-1 to be represented by the Carpenters union.

In a hard-fought campaign guided by Representatives Dick Bowling, Sylvester Hicks, and Edgar Fields, employees at Coastal Lumber's plywood mill united to better their wages and working conditions by forming a union. We welcome these members into the Brotherhood.

Paris, Tenn., Plant Votes Union, 3-1

On June 28, workers at Campbell-Rhea Co., Paris, Tenn., voted 3-1 to have the UBC represent them to better their wages and working conditions. Representative Paul Pinckard reports that support was overwhelming. One hundred employees stood united throughout the organizing drive.

Tax And Budget Fights Crucial For Most Working Americans

Our CLIC Program is actively involved in lobbying Congress on numerous pieces of legislation of tremendous importance to Brotherhood members. This report focuses on several crucial issues and provides an update on our activities and positions.

Taxation of Benefits

In the name of tax simplification, the Reagan Administration has proposed a tax plan which includes numerous tax code revisions harmful to working men and women. Many members of both political parties in Congress have voiced their support for this so-called "tax reform" effort that threatens to increase the tax burden on middle class working Americans.

The most disturbing feature of the suggested tax scheme is the proposal to tax a portion of worker health and welfare plan benefits. This tax would be imposed on employer-provided premiums for health benefits of \$120 per year for individual coverage and \$300 for family coverage. While these figures are more modest than the first Administration proposal, the provision would open the door for a continued and growing attack on employee benefits. Such an assault would eventually undermine the quality of health care offered by worker health benefit programs.

The UBC opposition to the taxation of employee benefits and the general inequities of the plan was clearly stated before the House Ways and Means Committee, the tax writing committee in the House: "We oppose these plans to trim the federal deficit at the expense of America's working men and women. We submit that such action would be not only unfair but also economically unsound and contrary to the national interest."

The Administration will be intensifying its lobbying efforts on its tax simplification program in the fall following the summer Congressional recess. It is imperative that all UBC members let their Members of Congress know that they oppose fringe benefit taxation. Write your representative in Washington or visit him or her in your home district during the summer recess to be sure that they get the message, loud and clear.

The Budget Debate

Despite the prospects of a slowing economy and a growing federal budget deficit, Congress is having little success in its efforts to pass a Fiscal 1986 budget resolution that would narrow the budget deficit. The main obstacle to a House-Senate agreement has been the Social Security issue. Following election campaign promises not to touch social security benefits, President Reagan proposed to cut social security benefits by 2% for the next three years. While the

Republican-controlled Senate opposed the proposed cutbacks, it did pass a one-year freeze on social security. The Democrat-controlled House has taken a strong pro-Social Security position, rejecting the benefit freeze. The freeze would push nearly 500,000 Social Security recipients into poverty.

Corporate Tax Option

In an effort to avoid benefit cuts in crucial social programs, such as Social Security, the Chairman of the House Budget Committee, William H. Gray III (D-Penn.) has called for increased corporate taxes. The UBC is presently circulating a members' petition on the issue of fair corporate taxes and it has taken a strong legislative position on the issue. Recent tax studies by the Citizens for Tax Justice identified \$90 billion in corporate tax loopholes, which enabled some very profitable major companies to avoid all tax liability. President Reagan has threatened to veto any budget resolutions containing a tax increase. The prospect of a deficit of \$200 billion through 1990 is increasing.

Water Projects Funded

A fiscal 1985 supplemental appropriations bill containing \$63 million for construction of new water projects was passed following Administration efforts to eliminate construction dollars for the water system projects which provide employment for Building Trades' members.

Double-Breasting Bill

In an effort to curtail an employer's ability to evade union contract obligations through "double-breasting," William Clay (D-Mo.) Chairman of the Labor-Management Subcommittee of the House Education and Labor Committee, introduced H.R.281 "Construction Industry Contract Security Act." The bill would amend the definition of "employer" under Section 2(2) of the NLRA to make it clear that any two or more firms performing the same type of work in the same area would be considered a "single employer" if they are related directly or indirectly through common ownership, management, or control. It would also provide that a lawful pre-hire agreement in the construction industry will be as binding as an agreement reached with a majority representative.

The "double breasting" legislation will not be a burden in any way to fair contractors who deal in good faith, but it will effectively fight double-breasting scams. This job protection measure is strongly supported by the Brotherhood, and members throughout the country are urged to register their support for the measure with their Members of Congress.

Let Your Voice Be Heard

As many of these legislative initiatives take shape, it is vitally important that you let your Representative and Senators know how you feel. The proposed tax and budget plan will do great harm to workers and their families unless their voices are heard. Sign the UBC Members' Petitions on the Taxation of Fringe Benefits and Corporate Taxes, write your Congressional Representative and Senators, and visit their district offices when they're home for the summer recess during August.



Why We Support Plant Closing Legislation

In a surprise announcement which reduced some of the workers to tears, one of the oldest businesses in San Leandro, Calif., told its 380 employees recently that they were out of a job.

The Hudson Lumber Company, which had served the area since 1908, announced that the company was being sold and that all employees, including members of UBC Local 2559, were laid off immediately.

One of the company's new owners said that the laid-off employees would be considered for 250 jobs that would be available when operations resumed. He stated that the new company would "not be bound to any contract held by the old company, however.

The news came as a shock to UBC members, who said they did not learn of the sale until they arrived for work.

This is just one of many recent examples of plant closings in which employees were given no advance notice and little hope for severance pay or future employment.

There is a bill before Congress to remedy such situations. It's House Resolution 1616. We urge members of Local 2559 and other UBC members who have suffered plant closings to write their Congressmen and describe what happened to them, urging support of this vital legislation.

SEND PETITIONS

The UBC Legislative Department, working in conjunction with CLIC, recently sent to every local union in the U.S. petitions to be signed regarding taxation of benefits and minimum corporate taxation. Although the deadline is past, Legislative Director Wayne Pierce asks members to continue sending the signed petitions to his attention at the General Offices in Washington, D.C. They are vital to our legislative program.

Send them a message . . .

There's still time to defend Davis-Bacon. As the story on the previous page reports, final details of the budget have yet to be hammered out. There's still time to affect the outcome if we act quickly. If any of the Senators listed above come from your state, fill out the coupon at right and mail it today to your legislator care of the U.S. Senate, Washington, D.C. 20510. Let them know how you feel about their vote. It may change it.

If These Senators are from Your State, They Voted Against Your Wages!

Alabama—Jeremiah Denton (R)
Arkansas—Dale Bumpers (D)
Arkansas—David Pryor (D)
Arizona—Dennis DeConcini (D)
Arizona—Barry Goldwater (R)
California—Pete Wilson (R)
Colorado—Wm. Armstrong (R)
Delaware—William Roth (R)
Florida—Paula Hawkins (R)
Georgia—Mack Mattingly (R)
Georgia—Sam Nunn (D)
Idaho—James McClure (R)
Idaho—Steven Symms (R)
Indiana—Richard Lugar (R)
Indiana—Daniel Quayle (R)
Iowa—Charles Grassley (R)
Kansas—Robert Dole (R)
Kansas—Nancy Kassebaum (R)
Kentucky—Mitch McConnell (R)
Louisiana—Bennett Johnston (D)
Maine—William Cohen (R)
Minnesota—Rudy Boschwitz (R)
Mississippi—Thad Cochran (R)
Nebraska—James Exon (D)
Nebraska—Edward Zorinsky (D)

North Carolina—James East (R)
North Carolina—Jesse Helms (R)
New Hampshire—G. J. Humphrey (R)
New Hampshire—Warren Rudman (R)
New Mexico—Pete Domenici (R)
Nevada—Chic Hecht (R)
Nevada—Paul Laxalt (R)
Oklahoma—David Boren (D)
Oklahoma—Don Nickles (R)
Oregon—Mark Hatfield (R)
Rhode Island—John Chafee (R)
South Carolina—Ernest Hollings (D)
South Carolina—S. Thurmond (R)
South Dakota—James Abnott (R)
Texas—Lloyd Bentsen (D)
Texas—Phil Gramm (R)
Utah—Jake Garn (R)
Utah—Orrin Hatch (R)
Virginia—Paul Trible (R)
Virginia—John Warner (R)
Washington—Slade Gorton (R)
Wisconsin—Robert Kasten (R)
Wyoming—Alan Simpson (R)
Wyoming—Malcolm Wallop (R)

That's right: *your* wages. The 49 Senators listed above recently voted to exempt significant amounts of military construction from the provisions of Davis-Bacon, the law that says tradesmen must be paid fair wages on government building projects.

An amendment to the Reagan Administration's defense budget introduced by rightwing Texan Phil Gramm would effectively gut the Act for thousands of tradesmen working on military projects in all 50 states. It's move widely seen as a key com-

ponent in anti-labor's efforts to destroy Davis-Bacon completely.

Instead of non-union contractors being required to pay fair, competitive wages in a given area, your Union contractors will have to figure out how to come down to the lowest levels of pay.

At a time when the Reagan Administration pays \$659 for ash trays, \$1,496 for common pliers, and \$7,000 for coffee makers, we think it's wrong to jeopardize fair wages for the skilled craftsmen who build America's defense facilities.

Dear Senator _____

Our national security, as well as the safety and well-being of our armed services personnel, could be affected and jeopardized by an unskilled labor force which will arise as a direct result of your vote against the Kennedy amendment to the Senate Military Authorization bill.

Your vote further denies the skilled working men and women of this nation the ability to receive fair compensation for their labor.

I Am Disappointed in Your Vote!

Sincerely,

name _____

address _____

Ottawa Report



EDITORIAL ON BUDGET

Canadian newspapers have expressed much editorial comment about the proposed budget of Prime Minister Brian Mulroney's government. The *Toronto Star* has this to say in an editorial entitled, "Budget Taxes the Needy":

"During the election campaign Prime Minister Brian Mulroney used words the way a bad mechanic uses grease. When concern was expressed that the Tories would slash social spending, he quieted the fears by solemn reference to the 'sacred trust.' He soothed Canada's 2.5 million elderly, in particular, with the unequivocal promise to continue the policy of 'complete indexing of old age pensions to the actual cost of living.'"

"But with his first budget, Mulroney broke that pledge.

"According to the government's own figures, more than 25% of all elderly Canadians live in poverty. For those living alone, that proportion is 6 in 10. And within that group 80% are women.

"The only source of income for the vast majority of the elderly poor is the Old Age Security pension and the Guaranteed Income Supplement which together provide those living alone with \$7,260 a year—or 29% less than the National Council of Welfare's estimate of the poverty line for major urban centres.

"By limiting the indexing provisions of Old Age Security to annual changes in the Consumer Price Index in excess of 3 percentage points, Mulroney's budget will drive the elderly deeper into poverty, year after year. If inflation averages just 3% a year, it would take \$8,416 in 1990 for elderly singles with no other income just to maintain the limited standard of living they have today.

"But under Mulroney's proposals, they will get \$7,889—a decline in real terms of more than 6%. And they will fall to 34% below the poverty line. At their expense Mulroney will save \$1.6 billion by 1990—just what he needs to give the wealthiest Canadians a bigger break on RRSPs and an exemption from tax on capital gains.

"In assessing the 'Reagan revolution' in the United States, the 1982 Nobel prize winning economist, James Tobin, has written that 'a revolution is in process all right, social and political more than economic. The only sure results are redistributions of incomes, wealth and power—from government to

private enterprises, from workers to capitalists, and from poor to rich.'

"With his first budget, Mulroney has begun the process of delivering to Canada Reagan's brand of social and political revolution."

SENIORS JOIN PENSION PROTEST

Pensioners are launching national campaigns that urge Finance Minister Michael Wilson to reverse his moves to limit increases in old age pensions.

The National Pensioners and Senior Citizens Federation wants Wilson to change his mind about ending full inflation indexing of pensions for seniors, federation president Charles MacDonald said.

And the National Advisory Council on Aging, which advises Health Minister Jake Epp, is telling Canadians the new Progressive Conservative budget is "not fair" to those 65 and older.

These protests follow others from the United Senior Citizens of Ontario, the Canadian Pensioners Concerned and the Toronto-based Association of Jewish Seniors.

The Wilson budget will protect the pensions of Canada's 2.5 million seniors only from the amount by which inflation exceeds 3%.

The move is expected to cost the average pensioner between \$1,500 and \$2,300 over the next five years.

SPY ON A PICKET LINE

Planting a spy on a union picket line proves costly to a security firm.

A landmark ruling by the Ontario Labor Relations Board marks the first time in Canada or the U.S. that a security firm is penalized for infiltrating a union and disrupting a strike, labor officials in both countries say. The board ruling, recently upheld by the Ontario Supreme Court, said Securicor Investigation and Security Ltd. had to pay half of five weeks wages to 380 workers and reimburse some strike pay to the United Steelworkers of America.

Automotive Hardware Ltd. of Etobicoke, near Toronto, hired Securicor before the start of a six-month strike in 1981. The board found that a Securicor investigator posed as a union member and gave inside information to the company, prolonging the strike by five weeks. Securicor's lawyers may appeal to a higher court.

The case involves Steelworkers, who are outraged because Securicor's license has not been revoked.

IS STRIKE RIGHT IN CHARTER?

Several groups in Newfoundland are appealing a provincial Supreme Court ruling that a controversial labor bill is constitutional. The legislation, a 1983 amendment to the Public Service Collective Bargaining Act, gives the government power to designate up to 50% of the workers in a bargaining unit as essential personnel in the event of a strike. Mr. Justice Noel Goodridge ruled that the right to strike and to bargain collectively are not included in the freedoms of association and expression guaranteed in the Charter of Rights. Notice of appeal has been filed with the Newfoundland Court of Appeal.



Job Corps Instructor Reid Bailey, right, and a Corpsman describe for AFL-CIO President Lane Kirkland the course of training at the Weber Basin Center in Utah. Television news reporters accompanied Kirkland during his tour.

Labor Unions Emphasize Commitment to Job Corps

Skilled UBC instructors train Corpsmen at 46 of the nation's Job Corps Centers

Job Corps trainees and their instructors in Utah recently welcomed AFL-CIO President Lane Kirkland's expression of commitment to battle for the retention of America's Job Corps program.

Kirkland said the federation will "fight to keep the Job Corps programs operating," despite the Reagan Administration's efforts to eliminate them.

Kirkland's pledge came during a 2½-hour tour of the Weber Basin Job Corps Conservation Center. His words of encouragement were met with a standing ovation from the center's 210 students who were well aware of the efforts to close the nation's 107 Job Corps centers.

The Reagan Administration's fiscal 1986 budget package called for elimination of the Job Corps. The Republican-controlled Senate partially complied by voting a 30% slash in Job Corps funds in the fiscal 1986 budget package it approved by a 50-49 vote. The Democratic-controlled House is expected to vote full funding for the program, which was initiated 20 years ago as part of President Lyndon Johnson's Great Society agenda.

The Weber Basin Job Corps Center is one of a number operated by the building trades affiliates of the AFL-CIO. Represented at this center are the Carpenters, Bricklayers, Plasterers, Operating Engineers, and Painters.

Kirkland pointed out that the Job Corps more than pays its way. He cited findings of a 1982 study that for every tax dollar spent on the hardcore dis-

advantaged youths enrolled in Job Corps skills training, \$1.46 was returned in the form of tax revenues from the graduates' higher earnings, decreases in welfare costs, and a reduction in crime.

The craft unions represented at Weber Basin and Clearfield along with the National Maritime Union have been with the program since the beginning and now train more than 6,000 youths each year in building trades, clerical and automotive skills.

The Job Corps is essentially a training program for low-income, unemployed young men and women, 16-21, who want a job/career but do not have the training or education to become more responsible, employable, and productive citizens.

The (CCC) Civilian Conservation Centers, which maintain many Job Corps Centers, are located in national parks and forests and are operated by the Department of Agriculture and Interior for the Department of Labor, Manpower Administration. Contract Centers operate under contract with private firms or universities.

Enrollees may remain at centers as long as two years; average stay is 10-12 months. They receive education, vocational training, work experience, and preparation for high school equivalency diploma.

The Brotherhood became involved with Job Corps so that young men and women could enter full employment by means of apprenticeship in 1968, at six different (CCC) Civilian Conservation

Continued on Page 26

Job Corps's Working Saving Tax Dollars

On the same day as Lane Kirkland's visit to the Weber Basin Job Corps Conservation Center, Rep. Dave Obey (D-Wis.) released in Washington, D.C., the findings of a half dozen federal studies of the Job Corps that had been ordered by the Reagan Administration. Most of them had never been made public before, Obey pointed out.

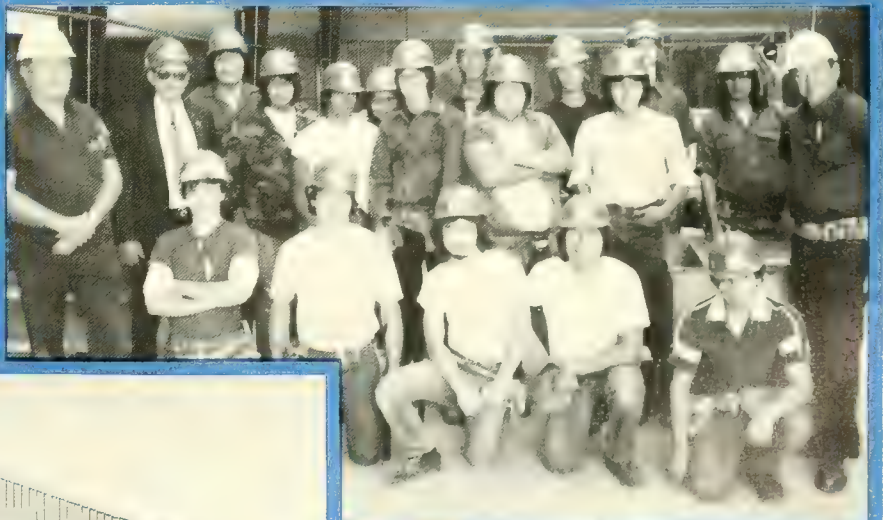
"These studies tell us a good deal about the Job Corps, but a whole lot more about the way budget decisions are being made in this Administration," Obey said, noting that the attempt by the Administration to discredit the Job Corps program has backfired. All six studies strengthened the evidence in support of full funding for the program.

"In a year in which the President is asking for \$15 billion in increased government spending and \$30 billion is being transferred from domestic purposes to spending on defense and foreign affairs, Congress is being asked to eliminate a program which the Administration's internal reviews show is both working and saving tax dollars," Obey said, adding:

"Even if there were agreement with the Administration's view that billions of dollars should be transferred from domestic programs to spending on defense and foreign military support, the Job Corps is not a domestic program that any fair or right-minded person would choose for reduction."



The United Brotherhood was one of the first organizations to sign an agreement with the Federal government to train Job Corps participants when the program was begun in the 1960s. Through the efforts of UBC instructors, a generation of young men and women have been taught skills to help them obtain jobs and meet the challenges of society. The 46 Job Corps centers where UBC instructors teach are shown in the map above. Each colored star locates a center and identifies it. The pictures below were taken at the Weber Basin Center in Utah.



Upper Left: Harold Jelly, a Navajo Indian, shows the Weber Basin facilities to AFL-CIO Pres. Kirkland and UBC Project Coordinator Tom Biggs. Above: Carpentry trainees at Weber Basin. Left: The building at Weber Basin where participants learn framing and other skills.

Members In The News

Access Aid in Alaska

Volunteers from Local 1243, Fairbanks, Alaska, are preventing disabled persons from becoming prisoners in their own homes.

"I'd been reading and hearing about how architectural barriers can make things difficult for the handicapped," Local 1243 Member Robert B. Sullivan told the *Fairbanks Daily News Miner*. "It evoked a kind of calling in me, an idea of service we could provide for the community."

Sullivan contacted Access Alaska, a counseling and advocacy agency for people with disabilities, to discuss carpenters doing the necessary modifications and donating labor for people who could not afford to hire a contractor. Handicap accessibility was one of Access's highest priorities, said Access Worker Glenda Moore, "But it probably would have been shelved for lack of labor and funds if the carpenters hadn't come forward."

Nine carpenters—Grant Nelson, Tim Smith, Gary Elliott, John Scollan, D.I. Galvan, Don McCoslin, Dick Hensley, Chuck Myers, and Financial Secretary Ed Perkowski—volunteered to help Sullivan with the program. Their first project was a handrail on a woman's home; the second was building a ramp on a trailer for two women with multiple sclerosis. Plans are to continue to provide these services to as many people in the community as possible.

Rose Recycles Waste

The Campbell Recycling Center in Campbell, Calif., a three-year old, profitable operation, thanks to volunteer service, is on the verge of being shut down. Manager Don Rose, Local 2006, Los Gatos, Calif., has single-handedly managed the center daily, taking neither salary nor personal expenses, but the volunteer labor he needs to keep the center running has been scarce, coming primarily from his daughter Dawn, 17, and son Ted, 15. Heart problems required Rose to retire from his job as a building inspector 10 years ago.

The Rose family effort, according to the *San Jose Mercury News*, has resulted in hard cash from recyclable resources: \$2,500 per year has been turned over for vocational education scholarships to Campbell Union High School district students.

"It bothers me that Americans are so wasteful with our natural resources," says Rose. "One bundle of newsprint saves one tree."

Rose told the *News*, last month, that he needs seven volunteers to keep the recycling center open; as we go to press, three have agreed to assist him.



Don Rose, a past president of Local 2006, Los Gatos, Calif., has been the driving force behind the Campbell Recycling Center in Campbell, Calif., for three years. The profits of the center have been used to award scholarships to high school students in the area, with the provision that they be given to vocational students, rather than for academic prowess.

Maine Apprentice

Under a headline, "Mom to Swing Hammer for Pay," UBC member Lauri Flanagin was featured in a recent article in the Waterville, Me., *Sentinel*.

Flanagin is surprised to receive such attention and to realize that the carpentry field has not drawn many women in her home state. An apprentice with Local 320, Augusta and Waterville, Me., and the only woman enrolled in the program, Flanagin says the claim that men will not accept women on the work site is a misconception. "Most of the guys are glad I've made it through the first 12 weeks. They say 'Stick with it.'"

The first man Flanagin had to convince was her husband David. But his resistance was short lived, and now they ride together to Kennebec Valley Vocational Technical Institute to take carpentry apprenticeship classes.



Bridges, Large and Small



Jerry Welch, Local 195, Peru, Ill., demonstrates the swinging center span of his model bridge as he prepares it for display.

Jerry Welch, a member of Local 195, Peru, Ill., doesn't get enough of bridge-building on the job; it's something he does in his spare time, too. *The News-Tribune* of La Salle, Ill., recently reported on his latest project. As a part of the Sesquicentennial celebration (that's the 150th anniversary) of Peru, Welch has built a model of the old Peru swing bridge to be put on display in the office of a downtown bank. The model's center span turns just like the old bridge, which was dedicated in 1870 and demolished in 1953. It was built from 600 pieces of wood and 200 of metal, using old photographs as a blueprint.

Idaho Member Rescues Tot

Recording Secretary Joe Olenslager of Local 1691, Coeur D'Alene, Ida., made a name for himself in his hometown of Rathdrum, Ida., by saving, with another man, the life of a drowning toddler. Dustin Jacobson, age two, was swept a half mile downstream by a swollen creek before Olenslager and Russell Angel spotted him face down in 12 feet of water. Angel jumped in and pulled the boy to safety, and Olenslager began administering CPR. Although there was no pulse and the boy was not breathing at first, the resuscitation efforts were successful, and Dustin is now safe and sound.

Leon Greene Feted at Minneapolis Retirement Dinner

Leon Greene, who retired May 1 as General Executive Board Member for the 5th District after a quarter century of service on the Brotherhood's top governing body, was guest of honor at a retirement dinner in Minneapolis, Minn., June 22.

A host of friends and associates from the Upper Midwest joined with fellow board members and international officers in wishing Green a happy retirement.

At age 67, Greene is a veteran of 43 years membership in the United Brotherhood. He was initiated into the UBC on January 20, 1943, joining Millwrights Local 548, St. Paul, Minn., where he has maintained his membership since.

He once worked for the DuPont Corp. in Minneapolis, and from 1934 to 1937 he saw duty with the Army Air Corps. During World War II he served in the 29th Battalion and Special Unit of the U.S. Navy.

For a time he was business representative of Local 548, and for five years he was executive secretary of the Minnesota State Council of Carpenters.

UBC President Patrick J. Campbell praised Greene's dedicated service over the years, calling his work an example for younger leaders to follow.



Second Gen. Vice Pres. Pete Ochocki, Gen. Pres. Emeritus William Sidell, and Gen. Pres. Campbell join the applause for the honoree.



The invocation was delivered by Greene's grandson, Scott Nelson.



Guest of Honor Greene acknowledges the tributes extended by those at the head table.



From Left: Retired Board Member Hal Morton, Board Members Carruthers, Johnson, Pruitt, and Lia; Second Gen. Vice Pres. Ochocki; Gen. Pres. Emeritus Sidell; Greene; and Pres. Campbell



Members and their wives and guests at one of the tables at the Minneapolis hotel for the Greene retirement dinner.



Gen. Sec. John S. Rogers presents a special plaque to the honoree and lifetime membership.



7.3% Jobless, Five Months in a Row

America's economy continued to stagnate in June as the civilian jobless rate remained at 7.3% for the fifth straight month, the Labor Department reported last month.

The department said civilian employment plunged by 590,000 to 106.4 million. The report also showed the labor force shrinking by 593,000 to 116.5 million, with about two-thirds of the decline estimated to be teenagers who failed to enter the job market.

The 7.3% jobless rate represented 8.4 million people actively seeking work and unable to find it. In addition, 1.1 million "discouraged" workers had stopped looking because they believed jobs were not available. Another 5.5 million workers were on part-time involuntarily. Thus a total of 15 million people were unemployed or underemployed.

Labor News Roundup

Coke employee drinks Pepsi, bringing amazing results

In Anniston, Ala., the most bizarre firing in the history of Alabama labor-management relations ended up, almost, in high comedy. It all started when a supervisor at the local Coca-Cola bottling company came across one of his employees, Dexter Gooden, in a restaurant drinking—horror or horrors!—not a Coca-Cola but a Pepsi-Cola! For this disloyalty, Gooden was docked three days pay. A local Pepsi executive heard about the firing and found it hilarious. But more than that, he decided that Pepsi would pay Gooden \$150 for his three days docking by Coke. That news got around, also. And the Coca-Cola people began to feel ridiculous. And the only thing they could think of doing to stop feeling ridiculous was to match the offer of their rival, Pepsi. So Dexter Gooden walked around the Coca-Cola plant with a big smirk on his face. And, in his pocket, \$150 from Coca-Cola and \$150 from Pepsi-Cola!

Copper workers hurt by imports to get federal assistance

U.S. Labor Secretary William E. Brock announced that about 3,300 jobless copper workers in Utah will be eligible to receive additional weekly cash benefits and job assistance because their job loss stemmed from copper imports. Certified for the trade readjustment assistance under the 1974 Trade Act are workers from Kennecott Copper Corporation's three Utah Copper Division plants in Magna, Bingham Canyon, and Garfield. In addition to extra jobless benefits, the workers are eligible for job search and relocation allowances, job training, and other reemployment services.

New Oregon law saves jobless benefits in strike situations

Oregon Governor Vic Atiyeh has signed into law a labor-supported bill which prevents the denial of unemployment insurance benefits to union members under certain strike situations. Labor leaders said the new law will protect union members who are injured or on laid-off status when a strike occurs or who the company says have been permanently replaced by strikebreakers. The bill passed the Oregon legislature with bipartisan support.

Tax shelter held wrong approach to job training

The AFL-CIO recently called for a national commitment to full employment and urged rejection of a House bill that would encourage workers and employers to put aside tax-sheltered money to help pay for any future retraining needs.

Legislations to authorize individual training accounts through employer-employee contributions of \$250 a year is being considered by the House Subcommittee on Employment Opportunities. It's the wrong approach, AFL-CIO Legislative Director Ray Denison wrote Subcommittee Chairman Matthew G. Martinez.

"Jobs and training for all workers, including displaced workers, must be part of the nation's basic economic and social policy," Denison insisted. "Job information, job counseling, and job training and placement services should be fully and freely available to all workers."

Denison acknowledged that the programs now in place to deal with job dislocation and training are inadequate. But the solution is not to relegate the problem to inadequate individual responsibility, he stressed.

Instead, Denison urged, "job and training programs for displaced workers and youth should be greatly expanded and training allowances should be provided. There should be more targeted job training opportunities for adult workers, including women and minorities."

By contrast, he said, the proposed legislation would "add to existing problems with the federal tax code" and would raise new problems of fairness "by failing to address the needs of those already unemployed or displaced and those who cannot afford to set aside a portion of their earnings in an individual training account."

Gompers Stamp Club honors Wagner Act; covers available

The Samuel Gompers Stamp Club has issued a cover to commemorate the 50th anniversary of the National Labor Relations Act, popularly known as the Wagner Act or labor's "Magna Carta."

The cover features a pictorial cancel of the National Labor Relations Board's seal and a cancel from the NLRB Station in Washington, D.C.

The U.S. Postal Service does not plan to issue a commemorative stamp for the NLRA's 50th year. On another landmark social legislation, the USPS will issue a commemorative for the 50th anniversary of the Social Security Act in August.

The NLRA cover is available from the Gompers' Stamp Club, P.O. Box 1233, Springfield, Va. 22151. The cost is \$1.00 each or three for \$2.50. Enclose a self-addressed, stamped envelope with each order.

Away-from-home costs would be lumped, construction workers told

In Washington, D.C., more and more loopholes favoring the rich and discriminating against workers and the poor are being found in President Reagan's tax "reform" bill. (Millionaire Reagan himself will enjoy a very substantial tax cut.) Newest discovery about the complicated "reform" proposal is how it will clobber construction workers who must travel 100 miles or so from their homes to their jobs. Noted tax expert Michael H. Frankel, after studying the bill, warned construction workers as follows: "You will see (under the Reagan proposal) an unwelcome change. Deductions for away-from-home expenses in connection with work would be lumped into a new miscellaneous expense category along with such expenses as union dues and tool purchases."

Short firefighters for small fires? White Plains wonders

You've heard about employers discriminating against workers on grounds of sex, age, race, nationality, and—recently—discrimination on grounds of weight. But now there's a new one: discrimination on grounds of height or, rather, the lack of it. That's why White Plains N.Y., city officials are about to be sued by several shorties who don't like the rule that firefighters must be at least five feet four inches tall.

No trade preference for nations which deny worker rights

The AFL-CIO has asked the U.S. Trade Representative to deny preferential trade status to countries which deny basic worker rights under 1984 trade law amendments.

The Federation pointed to South Korea as particularly undeserving of trade preferences because "its military government denies Korean workers internationally recognized labor rights."

"The U.S. government allows many South Korean imports to come in duty free to compete with products built by American workers," Auto Workers President Owen Bieber said. "Why should Korea get special trade breaks when the dictatorship there prevents workers from winning decent wages and working conditions through real unionization and collective bargaining?" he added.

Eugenia Kemble, executive director of the AFL-CIO's Free Trade Union Institute, named nine countries as "flagrant violators" of labor rights: Chile, Guatemala, Haiti, South Korea, Nicaragua, Paraguay, the Philippines, Romania, and Suriname.

In the past, the federation has sought removal of South Korea, Taiwan and Hong Kong from duty-free provisions.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

RAMP PRODUCED FOR TELETHON



Labor and materials were donated by Local 1897, Lafayette, La., for ramp construction at the recent Louisiana United Cerebral Palsy Telethon. Shown above are volunteers, from left: Michael Stewart, Felton Alexander, Elias Bordelon, Roy Guidry, Carl Stubbins, Richard Billedeau, Chome Riengxay, and David Simpson.

MEANY AWARD

John P. St. Cyr, Local 538, Concord, N.H., was recently presented the George Meany Award at a ceremony in Littleton, N.H. The George Meany Award is organized labor's highest award for service to youth through the Boy Scouts of America. The award is given by the local and state central labor council to recognize union members who perform outstanding service to youth as a volunteer Scouting leader.



ST. CYR

The presentation was made by Local 538 Business Agent Ronald Powers who cited St. Cyr for 11 years of volunteer leadership.

St. Cyr holds a B.S. and an M.A. in community service, he is a World War II veteran active in the Knights of Columbus, the V.F.W., and the American Legion, and has also served as assistant police chief in Berlin, N.H.

SCHOLARSHIP

Rhonda Renee Snyder, daughter of Mr. and Mrs. Thomas R. Snyder, Bremen, Ind., is the proud recipient of South Bend, Ind., Local 413's 1985 \$500 scholarship. Rhonda is a graduate of Bremen High School and will be attending Grace College at Winona Lake, Ind., to study nursing.



SNYDER

WOOD BADGE

Daniel Lee Bankenhaster, Local 2077, Columbus, Ohio, is one of 10 union Scouters nationwide receiving 1985 AFL-CIO Wood Badge Scholarships. Criteria for selection are based on statements submitted by the local union and Scouting council.

To our U.S. Members:

This union made an all-out effort last year to inform you about a major improvement in the Savings Bonds Program—a market-based interest system for bonds. Many of you decided to sign up for bonds through the payroll savings plan, but many did not. Those of you who didn't should take another look at the benefits of bonds and reconsider.

When you buy market-based rate Series EE Savings Bonds you help yourself to a more secure financial future, and you help America by narrowing the Treasury's need to borrow in the open market, thus lowering interest costs.

The flexibility and fairness of the market-based rate are evident. Savings Bonds keep pace with market rates, no matter how high they may go. Moreover, a guaranteed interest floor protects buyers against steep declines in market rates. Bonds are also easily replaced if lost, stolen or destroyed.

The payroll savings plan for Savings Bonds offers a disciplined, automatic, and painless method of saving, payday after payday. An amount of money you choose is set aside from each paycheck to buy bonds. Within a short period of time, savings accumulate and grow, providing a cushion against the uncertainties of tomorrow.

I hope you will carefully consider joining the payroll savings plan for Savings Bonds. If you are presently enrolled in the plan, consider stepping up your rate of saving. There is no safer, easier, or more convenient way to build a savings nest egg for you and for your family than with market-based rate Savings Bonds.

Fraternally,

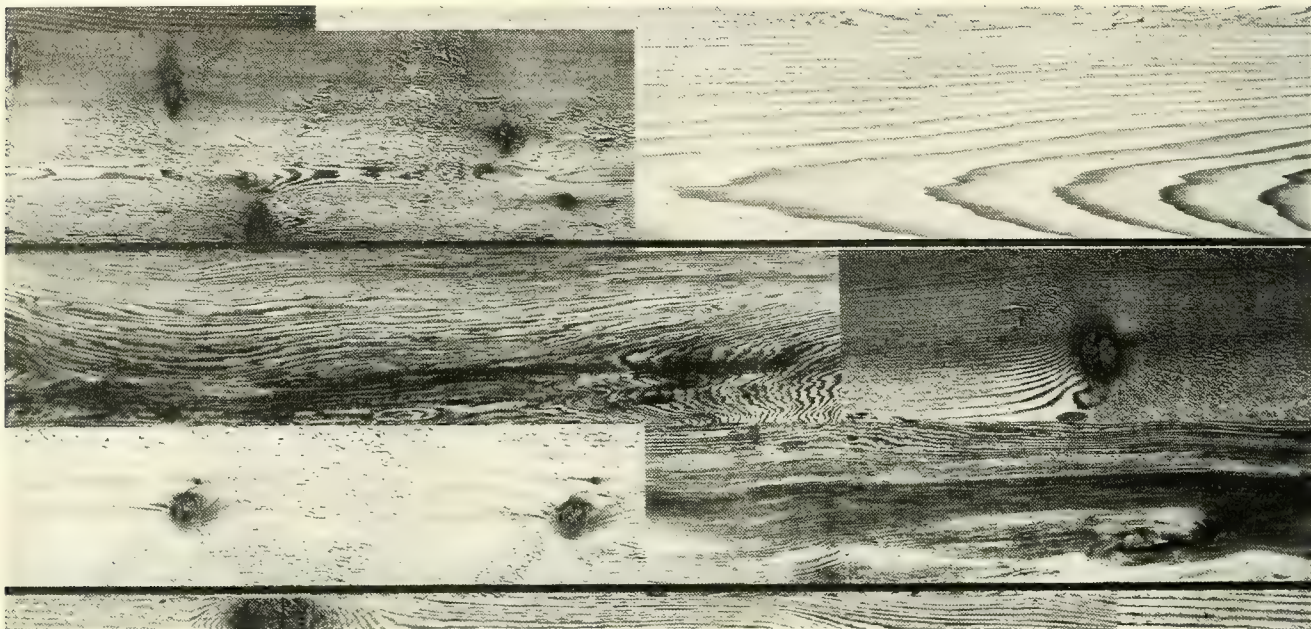
PATRICK J. CAMPBELL
General President

FRONTLASH Against Subminimum Wage

Hundreds of young people gathered at the U.S. Department of Labor offices in Washington, D.C., recently to protest the Reagan Administration's proposal for a subminimum wage for summertime jobs. They arrived by the busloads from Baltimore, New York, Philadelphia, and elsewhere. The rally was

organized by the Coalition for Youth, Jobs and Fair Wages, representing 40 youth groups, led by Frontlash the AFL-CIO youth organization. Frontlash brought 1,150 persons to the Washington rally, according to Jessica Smith, Frontlash chairman.





Preserving Wood, and Your Health

Ever since Noah used pitch to seal the Ark, humans have used chemicals to protect wood from rotting and damage by insects or fungus. But wood preservative chemicals can be very toxic to humans. Anyone working with treated wood can protect themselves by being aware of the hazards and controlling exposures, using good work practices, and wearing protective clothing.

UBC members work in wood treatment plants in the Pacific Northwest and in the South. Members are also exposed to the sawdust from sawmills when preserved wood is cut. Similar exposures occur in wood furniture plants and cabinet shops if preserved wood is used. Wood preservatives are used for sapstain control in some wood products to prevent fungus and are also painted on the cut ends of lumber.

In the U.S., 98% of all wood treating is done by pressure treatment. The wood is placed in a sealed cylinder using high pressures and temperatures to saturate the wood with preservatives. Alternatively, wood can be soaked or dipped in treatment tanks filled with wood preservatives. On occasion, preservative is sprayed on or hand painted. Pressure treatment is used for lumber, railroad ties, timber and plywood, pilings, posts, crossarms, and poles. Non-pressure

treatment is used for pole ground-line, home and farm use, sapstain control, millwork, and plywood and particleboard.

HAZARDS

Creosote, an ingredient in many preservatives (see box), is a by-product of coal tar, resulting from steel manufacture. Exposure to coal tar by-products has been shown to cause lung cancer in coke-oven workers. Creosote exposure has been associated with cases of skin cancer, other skin tumors, and other skin diseases (itching, rashes, exaggerated sunburn, blistering, skin ulcers, peeling). It can make the skin extremely sensitive to sunlight exposure and can also cause eye injury. Creosote is readily absorbed through the skin.

Pentachlorophenol (PCP), another common preservative ingredient, can cause skin damage and irritation. Over-exposure can result in death from heart failure and high fever from interference with the cellular energy system. PCP is also easily absorbed through the skin. Reports in medical literature have associated PCP exposure with inflammation of the pancreas, Hodgkins' Disease, aplastic anemia, blood disorders, decreased nerve function, liver abnormalities and damage, and fetal abnormalities and death.

Some of these effects; such as liver damage, are due to contamination in the PCP and not the PCP itself. Commercial PCP is contaminated with Hexachlorodibenzodioxins (HxCDD), hexachlorodibenzofurans (HxCDF) and hexachlorobenzene (HCB), which can also cause cancer. The chemical structure of the compounds is similar to the dioxin (TCDD) which was a contaminant in Agent Orange, a herbicide used in Vietnam. Dioxins in general are well-known toxic compounds causing a skin rash called Chloracne, which occurs in workers exposed to PCP. Exposure to arsenical wood preservatives can lead, in high doses, to nausea, vomiting, and death. Lower doses produce headache, fatigue, irritation, pain, itching, swelling, weakness, and shortness of breath. Long-term exposure can result in skin diseases (skin rash and skin cancer), lung damage (including lung cancer), nasal septum perforation, liver cancer, impaired sensory nerves, weight loss, and lung and eye irritation.

EXPOSURES

UBC members are most heavily exposed in wood treatment plants where the wood preservatives and wet lumber are handled directly. The highest exposures occur when workers must manually open the pressure treatment

cylinders or must clean out cylinders or treatment tanks—very high levels of dioxin contaminants concentrate in the sludge at the bottom of the tank. Although air levels of wood preservatives at these plants are generally low, exposures can still be dangerously high because the chemicals are easily absorbed through the skin. Actual exposures can be measured by analyzing levels of these chemicals in the workers' urine.

In sawmills, those workers working around the kilns, where wood is dried, have very high exposures. Some sawmills dip lumber in troughs of preservatives which can also result in high exposures. Those sawyers cutting treated lumber are also exposed to preservatives in the wood dust. The trimming and grading areas have the highest wood-dust preservative exposures.

Furniture and millwork shop workers are exposed to preservatives in handling, sawing, and machining treated wood and millwork; construction uses of wood preservatives include hand-painting the cut ends of preserved timber.

PROTECTION

Because absorption through the skin is the most likely route of hazardous treatment chemicals into the body, protective clothing (tightly-woven coveralls and gloves) is a critical part of safeguarding against wood preservative toxicity. Workers with exposures to high air levels of preservatives (e.g. those opening treatment cylinders, kilns, and working in dip tanks) should wear proper respirators. Those with wood-dust preservative exposures may need to wear dust masks to protect against both the dust and the chemicals in the dust.

One recent study has shown, though, that only certain types of gloves are effective against PCP exposure. Polyvinylchloride (PVC) examination gloves, natural rubber, and latex/neoprene gloves provided little protection. Edmont Nitrile rubber and Granet PVC (over 1 mm thick) gloves provided the best protection against both solutions of PCP in oil and PCP in water.

Goggles should be worn when power-sawing or machining treated wood to protect eyes from flying particles.

Wash your skin after contact with treated wood and before eating, drinking, or smoking. Clothes contaminated with preservatives or sawdust from treated wood should be laundered after each wearing. They should be washed separately from other clothing to avoid contamination.

Treated wood should not be used where people can frequently come into skin contact with it (outdoor furniture, chairs, interior surfaces), or near domestic animals, livestock, food, or animal feed (farm buildings and silos). It should not be used for countertops or cutting boards. Any surfaces that may come in contact with drinking water for humans or animals should not be made from treated wood. Treated wood used for patios, decks, or walkways should be visibly clean and free of surface residues. Workers exposed to preservatives should be given periodic medical exams for early detection of preservative poisoning and have preservative levels in their urine checked frequently.

Whenever possible, exposures to preservatives and treated lumber should be minimized initially through the use of engineering controls. This would include the use of closed mixing systems, automatic opening mechanism for treatment cylinders, spray booths and dust collection systems for sawdust on saws.

EPA ACTIONS

Because of the risks of exposure to these wood preservatives, in July, 1984, EPA issued new regulations re-

garding use. EPA restricted the sale and use of these preservatives to only certified applicators who have been trained in proper handling techniques. They placed a limit on the amount of dioxin contamination allowed in PCP solutions. They required that proper handling practices and protective equipment be used to minimize exposure. Pentachlorophenol must be mixed in a closed system (no dumping of open bags). They required an air sampling program or respirator program for arsenical-exposed workers. And they required a consumer information campaign be mounted with consumer information sheets attached to each bundle of treated wood, distributed to all customers and retail outlets, and made available to consumers. They also restricted the uses of these preservatives to avoid contact with humans, animals, food, or drinking water.

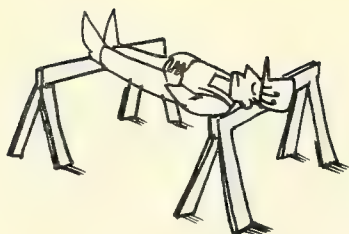
The American Wood Preservers Institute (AWPI) challenged this rule, claiming it was not necessary, and burdensome, and requested a hearing be held before a judge to determine the need for such a regulation. That hearing will begin on November 5, 1985.

The UBC will be submitting documents demonstrating the toxicity of these chemicals and the need to require proper protection. We will also be presenting testimony from members about conditions and exposures on the job, and their effects. If you have any information on this issue, please let us know soon at the UBC Safety and Health Department at the General Office.

Uses of Wood Preservatives

Most wood preservatives contain either pentachlorophenol (PCP), creosote, or inorganic arsenicals. The inorganic arsenicals include chromated copper arsenate (CCA), ammonical copper arsenate (ACA), and fluor-chrome-arsenate phenol (FCAP). Creosote is mainly used for railroad ties, pilings, utility pole treatment, and home and farm use. PCP is used on utility poles and cross arms, on millwork, plywood and particleboard, and for sapstain control (preventing fungus). The arsenicals are primarily used on lumber, timber and plywood. (See table of uses). Pentachlorophenol mixtures are known by trade names such as Santophen 20, Penchloral, Cuprinol, Evrisan, Santobrite, Dovicide 7, Dovicide G, Dovicide EC-7, Chem-Penta Chemtrol, Chlorophen, Lauxtrol A, Na-PCP, Pentachlorol, Penta, Pentakil, Pentanol, Pentasol, Permicide, Permaguard, Permasem, Permatox, Sinituho, Term-l-trol, Weed-Beads and Wood Life.

	Creosote	PCP	Arsenicals
Railroad Ties	99.6%	0.4%	
Lumber, Timber, Plywood		20%	over 70%
Pilings	82.7%	9.5%	7.8%
Utility Pole Crossarms	2.5%	95.8%	1.7%
Utility Poles	38.4%	65.3%	6.3%
Groundline Pole Treatment	66.7%	33.3%	
Home and Farm	55.6%	44.4%	
Sapstain Control		Sodium Pentachlorophenolate	
Millwork and Plywood		X	
Particleboard		X	



GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

HOUSE AND HOME

Children often have a refreshing sense of the meaning of things that adults seem to have lost.

One army family of six was temporarily domiciled in a small hotel suite until a house could be made available to them on the army base. A captain came to visit the officer and his cramped family to apologize for the inconvenience.

The youngest child had an appealing manner and quickly was seated on the captain's knee. "Isn't it too bad that you don't have a home?" the captain asked the boy ruefully.

"Oh, we have a home," explained the tot carefully. "We just don't have a house to put it in."

ADOPT A LUMBER COMPANY

SPIT AND POLISH

Lieutenant: "Do you have a match, soldier?"

Private: "Yes."

Lieutenant: "You've been in this army long enough to say sir, haven't you soldier? Now let me ask you again. Do you have a match, soldier?"

Private: "No sir."

CALL COLLECT

"You've got no will power," nagged Dugan's wife. "Now look at Goldberg. He's stopped drinking, and he's stopped smoking."

Dugan roared out, "I'll show you who has will power. We'll have separate rooms from now on!"

This arrangement lasted several weeks. Then one night there was a rap on Dugan's bedroom door. "What is it?" he called out.

"It's me," said Mrs. D softly. "I just wanted to tell you—Goldberg is smoking again."

SUPPORT 'TURNAROUND'

WRONG DIAGNOSIS

The pretty girl, rooting for a losing team, had tears streaming down her cheeks. "I'll kiss those tears away," said her boy friend. He did his best but the tears flowed on. "Will nothing stop them?" he asked. "No," she murmured, "it's hay fever, but go on with the treatment!"

BUY UNION * SAVE JOBS



SECOND REASON

Mrs. Smith: "I always feel lots better after a good cry."

Mrs. Jones: "So do I. It sort of gets things out of my system."

Mrs. Smith: "No, it doesn't get anything out of my system, but it does get things out of my husband."

THIS MONTH'S LIMERICK

This fisherman I know is named Gray,
Has his wife hoodwinked, all the way.
When no trout was caught,
Then trout was bought.
So now Gray goes fishing each day.

—A Retired Carpenter



EXCUSES, PETS STYLE

Four apprentices, afflicted by the summer doldrums, skipped morning classes. After lunch, they reported to the instructor that their car had had a flat tire. Much to their relief, the instructor smiled and said: "Well, you missed a written test this morning, so take seats apart from one another and get out your notebooks."

Still smiling, he waited for them to settle down. Then he said, "First question: Which tire was flat?"

USE UNION SERVICES

COST OF LIVING

An old-time carpenter went to the supermarket to buy a case of beer. After he had gone through the checkout counter and paid for it, the woman at the counter said, "I'll get somebody to take that out to your car."

"Oh, I can carry that easily myself," said the old carpenter. "As I get older, I must be getting stronger every day. When I was 20 years old, I could carry \$10.00 worth of groceries. Now that I'm 83 years old, I can carry \$100.00 worth."

—Joseph Amann

Local 12 Syracuse, N.Y.

IMPORTS HURT * BUY UNION

WATCH ME DANCE

A woman went into a butcher shop and said to the butcher, "Do you have pigs' feet?"

"No," replied the butcher. "I walk like this all the time."

—Robert C. Calvert
Local 1946
London, Ont.

ATTEND LOCAL MEETINGS

WESTERN VIEW

Show me a home where the buffalo roam, and I'll show you a dirty house.

LOCAL UNION NEWS

California Councils Honor General Treasurer Pierce



The Hyatt Hotel in San Jose, Calif., was the site of a recent testimonial dinner honoring UBC General Treasurer Wayne Pierce. The dinner was sponsored by the California State Council and the Santa Clara District Council of Carpenters. General President Patrick Campbell was the keynote speaker, and California State Senators Henry J. Mello and Alfred E. Alquest were on hand for the occasion. They presented the evening's "Man of the Hour" with a State Resolution honoring him. The



photo above right shows Pierce accepting his resolution from Senators Alquest, left, and Mello. Above left are those guests seated at the head table, clockwise, from top right, Senator Alquest; Anthony Ramos, president, California State Council of Carpenters; Senator Mello; General Representative M. B. Bryant; General President Campbell; Beverly Landry; Harvey "Skip" Landry, executive secretary, Santa Clara District Council of Carpenters; and the General Treasurer and Mrs. Pierce.



Contract at Premium Forest Products

Toronto Area Organizers recently reported the ratification of the first contract between the UBC and Premium Forest Products Ltd., which covers 400 employees. The contract was approved by an almost two-to-one victory, and members will be joining Local 2679, Toronto, Canada. The photo above shows those present at the ratification meeting from left, Rosa Perez; Colin Mohamid; Don Gregory; Ron Balkissoon; Tom Harkness, negotiating committee; and John Kouba, organizer (seated).



GE Site Picketed



Nashville, Tenn., members of Local 1544 were active recently picketing the construction site of an addition to a General Electric plant to protest the use of non-union employees by the subcontractor.

CPR Taught at Boston Local

Local 33, Boston, Mass., recently held a special training session on cardiopulmonary resuscitation (CPR), demonstrating for its members the way to save a life in an emergency. The session was well attended and additional training sessions are planned for the future.

Portland Carpenters' Food Bank Serves Many



Volunteers staff the Portland, Ore., Carpenters Food Bank, financed by donations from area UBC locals and individual union members and friends.



Twice a month the Portland, Ore., Carpenters Food Bank extends a hand to help up to 250 out-of-work union members. The largest union activity of its kind in the state, the food bank has provided about 2½ million pounds of free food since it was founded in October, 1983.

Reports Local 611 Financial Secretary and Business Rep. Michael T. Fahey St., "Our

housing, fishing, shipyards, and lumber industry have been devastated by the current administration . . .". He points out that many UBC members have little income because of the Louisiana-Pacific strike.

Food is purchased from local farmers and the Interagency Food Bank for 7¢ a pound, and once a month, the food bank receives Federal commodities such as powdered milk,

butter, cheese, honey, flour, corn meal and rice. The food bank has also received food from the Navy and Military Sea Life Command when their ships are in the yards for extended overhauls.

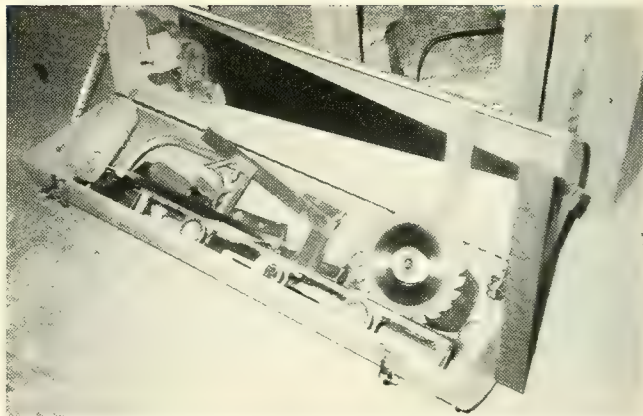
Also contributing to the Carpenter-founded food bank are the Steelworkers, Machinists, Electricians, Boilermakers and the Portland Building and Marine Trades.

Leafleting in Phoenix



Burke Smith of the Phoenix, Ariz., District Council distributes Louisiana-Pacific Boycott leaflets at Payless Cashway in a shopping center at 42nd Ave. and Indian School Road.

Tool Box On The Round



Joseph LeClair Sr., a 44-year-old member of Local 1588, Sydney, N.S., recently built a cylindrical tool box. The box is round and long enough to carry a hand saw and level. He even figured out how to insert and store his square at the end of the box. Four welded, metal legs keep it all upright.

Steward Training in Beverly



Local 815, Beverly, Mass., graduates of the steward training program "Building Union" are pictured above, seated, from left, Charlie Aldo, Stephen Pica, Bob Hiltunem, and Lionel Darisse. Standing, from left, George Tingley, Stanley Sample, Bob DiPaolo, Bill Frost, Ron Costa, and Business Rep. Jack Navas.

First Women Members

Local 1994, Natchez, Miss., recently welcomed its first two women carpenters. Shown above are the two, America Harris, left, and Alice McFall, with Business Representative W. S. Coker. Both are graduates of the local's apprenticeship program.

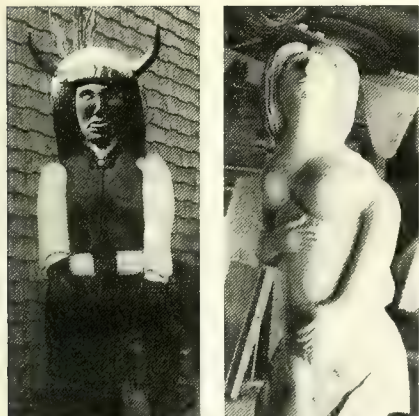


State Auxiliaries



The Washington State Council of Ladies' Auxiliaries recently held its annual convention in Tacoma, Wash. Pictured, from left, are newly-elected officers: Mary Larson, secretary; Sharon Rheaume, president; Pearl Swanson, vice president; and Beth Dale, treasurer. Although membership of the auxiliaries is down, the state council was still able to award \$100 scholarships to Terri Swanson and Ron Munson. Donations from individual auxiliaries throughout the state support the scholarship fund which has awarded one or more scholarships for the past several years.

Part-Time Carving

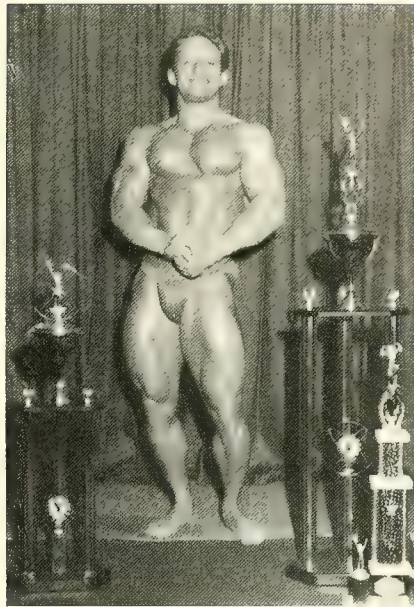


When he's not working at a regular job, Ronald Russell of Local 320, Augusta and Waterville, Me., finds that woodcarving fills his time. Russell, like many of our members, has had a bit more time on his hands than he'd like lately and has sent us some photos of his carvings.

One of 12 Selected For Big Horn Sheep

Hunting Big Horn Sheep in Utah is a chance of a lifetime for many outdoor sportsmen. The State of Utah issues only 12 permits per year, about one per 41,666 residents. Dan Whitelock, Local 1498, Provo, Utah, was one of the lucky dozen to get both a permit and the time off to try his hand. His luck held through his hunt. Whitelock found a 10½-year-old ram along the Colorado River in Southeastern Utah, and with one shot, felled the animal.

Mr. Cincinnati



Ohio Carpenter Apprentice Frank Castelluccio was recently crowned Mr. Cincinnati for 1985. Entering competition in the middleweight class, Castelluccio won awards for best poser and best overall. He hopes to win the Mr. Ohio title later this year, and then go on for a national title.

Castelluccio, who works out at Parrillo's Gym in Cincinnati, has been competing for about five years. In the past, he has been named Mr. Metropolitan 1983, second place Mr. Jr. Ohio 1983, and second place Mr. Miami Valley 1984 in Dayton, Ohio.

He has been a member of Carpenter Local 2, Cincinnati, for two years.

Denison Volunteers



Checking out a newly-signed participation agreement with UBC Organizing Rep. Cleveland, center, are Local 304 Volunteer Organizers Benton Helm, John Englutt, Pug Backert, and Charles Fulencheck.

Around Denison, Tex., volunteers of Local 304 have volunteered to help with organizing some of the local non-union contractors. Participating, with the support of UBC Organizing Rep. W. C. Cleveland, are Benton Helm, Clifford Helm, John Englutt, Pug Backert, Gary Ruse, Charles Fulencheck, James Clement, Curtis Clement and Jerry Hopper.

Carpenters Hang It Up



Clamp these heavy duty, non-stretch suspenders to your nail bags or tool belt and you'll feel like you are floating on air. They take all the weight off your hips and place the load on your shoulders. Made of soft, comfortable 2" wide nylon. Adjust to fit all sizes.

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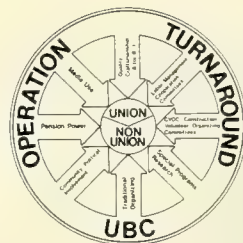
Attend your local union meetings regularly.

Be an active member of the United Brotherhood.



A total of 75 Carpenter members of the New York City District Council showed up in force in front of the New York Stock Exchange, June 24, in support of Louisiana-Pacific workers, who have been on strike for two years. The leafleteers warned brokers that L-P stock traded on the New York Exchange is dropping in value since the labor-management dispute began in 1983.

60,000 Leaflets on Wall Street Mark Second Anniversary of L-P Strike



Militancy Needed To Turn Some Around

There are textbook procedures for organizing—leafleting, knocking on doors, telephoning—and UBC construction locals have used them all. Many work through C-VOC (Construction Volunteer Organizing Committees) and Operation Turnaround.

Local 976, Marion, Ohio, has taken a more militant stance regarding one local contractor who formerly employed union members but is now non-union. The local launched a billboard advertising campaign and paraded in rat costumes at places frequented by the contractor to notify the general public of the contractor's new non-union status. They say the picture is worth a thousand words.

Missing Children

If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



CHERRIE ANN MAHAN, 9, brown hair, hazel eyes, missing since February 22, 1985, from the Pittsburgh, Pa., area. Cherrie got off the school bus and never made the 100 yard walk home. A blue Dodge van with a skiing mural on the passenger side was sighted.



COLLEEN EMILY ORSBORN, 16, light brown hair, hazel eyes, missing since March 15, 1984. Colleen disappeared from her home in Daytona Beach, Fla. Police suspect foul play. X-ray is available of a healed fracture.



SCOTT LEONARD SMITH, 17, medium brown hair, blue eyes, missing since April 24, 1983, from Brattleboro, Vt. Scott is missing the tip of his middle right finger and part of his right eyebrow. He may be in the company of Warren Clifford Young, an older white male.



TYLER TRIDICO, 16, brown hair, hazel eyes, missing since October 5, 1984, from Huntsville, Tex. Tyler disappeared in the early evening on a walk in a national forest next to his home. Foul play is suspected.

APPRENTICESHIP & TRAINING

Graduating Class in Detroit



The Detroit Carpentry J.A.C. 1984 graduating class, Ferndale, Mich., is pictured above at the recent graduation ceremony. Front row, from left, Michael Long, Lauralie Huffman, Larry Brinkman, Carlton Jones, Second Vice President Pete Ochocki, Tony Michael, Joe Monahan, Director Herbert Schultz, and Michael Warren. Middle row, from left, George Eickholdt, Steve Malek, Harvey Cooper, Brian Corr, Philip Eickholdt, Lawrence Poole, Mark Schniers, and Robert Lustig. Back row, from left, Emanuel Langolf, Kenneth Marsh, Robert Baldock, John Doan, Gary Smith, Richard Macunovich, Scott Baszewski, Scott Lowes, Mark Weingartz, and Thomas Kelly.



Monarca, left, receives V.I.C.A. achievement award from V.I.C.A. President James Reardon.

Local 24 Director Gets VICA Award

Salvatore Monarca, apprentice director of Local 24, Central Connecticut, recently received the V.I.C.A. achievement award for 1985. The award was presented to Monarca for the seven dedicated years he has served as chairperson to the skilled olympics for the carpentry class for Vocational Industrial Club of America (V.I.C.A.), widely known for its dealings with the youth of America.

Wyoming Graduate

Local 469, Cheyenne, Wyo., has a new journeyman. Pictured at right is Michael McCleery.



Massachusetts State Contest Draws 19 Contestants



The Massachusetts State Council recently held its annual state apprentice contest in Boston. Pictured above are judges and apprentices: Judges Roger Perron, Northern N.E. District Council; Robert Hayes, Rhode Island District Council; Ronald Scott; Scott & Duncan Co.; Robert Lannon, E.H. Hinds, Inc.; Prof. W. Lee Tuhill, Springfield Technical Community College; and Walter Oliveira, business manager, Local 1121, Boston; Carpenter Apprentices Vincent Bomal Jr., Local 49, Lowell, second-place winner; David Bryson, Local 595, Lynn; Michael Cresta, Local 41, Woburn; Christopher G. Delaney, Local 33, Boston; Joseph E. Donahue, Local 624, Brockton; Robert R. Grinham, Local 525, Norwood; John V. Horan, Local 111,

Lawrence; Michael Robert, Local 1305, Fall River; Kenneth C. Smethers, Local 40, Boston, third-place winner; Nathan Twinning, Local 108, Springfield; Robert H. Twomey, Local 275, Newton; William R. Wood, Local 107, Worcester, first-place winner; Mill & Cabinet Apprentices Kevin M. Carr, Local 67, Boston, second place winner; Edward Clark, Local 275, Newton, first-place winner; Charles Fitzgerald Jr., Local 41, Woburn, third-place winner; Paul Hynes, Local 33, Boston; Frank E. Thomas, Local 40, Boston; Millwright Apprentices Allen L. Panarese, Local 1121, Boston, first-place winner; Denis R. Tebo, Local 1121, Boston, second-place winner.

An Earlier Restoration

The scaffolding currently in place over the West Front of our Nation's Capitol is part of a restoration and preservation project due to be completed by November of 1987. We reported on this work in our January issue, and the widow of one of our members, Mrs. James C. Ballard, sent us in some information and photos of an earlier facelift at the Capitol, in 1959.

Then, as now, UBC carpenters were on the job. Then, as now, preserving the statues, art, and integrity of the building was of primary concern. But the 1959 project cost a mere \$500,000. The current tab is estimated at \$48 million—the 1850s construction of the present dome, to replace the original, copper-covered wood dome, cost only \$1 million.



The 1959 project involved replacing four of the dome's supporting ribs and reconditioning some of the cast iron plates that make up the dome.



James C. Ballard, late of Local 1590, Washington, D.C., right, and Mr. Price, place protective crating around Abraham Lincoln's statue in the rotunda. All 11 statues, the paintings, and the murals in the rotunda were boxed and crated to preserve them during the construction.



Jay Shiflet, UBC field coordinator, and a Corpsman talk with AFL-CIO President Lane Kirkland.

Job Corps Commitment

Continued from Page 12

Centers. In June 1969 approximately one half of the some 80 Job Corps Centers were eliminated during the Nixon administration. In late 1969 the Brotherhood became more involved in centers that remained opened. In October 1970 the Brotherhood became involved again, having our program in 23 (CCC) Civilian Conservation Centers. In September 1973 more involvement put the UBC in 27 centers which, in July 1978, expanded to 30 (CCC) Civilian Conservation Centers. During the Carter administration Job Corps was expanded back to over 100 Job Corps Centers.

At the present time the Brotherhood has pre-apprenticeship programs at 30 (CCC) Civilian Conservation Centers and 16 Contract Centers. Training is offered to females at all the Contract Centers and to those CCC that are co-ed.

On April 1, 1982, under the Reagan administration, the Brotherhood was forced to eliminate the clerk and center coordinator positions and expand training slots from eight to 10 per instructor. The Brotherhood was forced again to eliminate 21 instructor positions June 28, 1985.

The Brotherhood's training is a combination of the (P.E.T.S.) Performance Evaluated Training System and on-the-job experience. Trainees engage in the construction of buildings, facilities, many of which are for public use, and perform all work normally performed by the carpenter. All training is in an environment similar to that found in the construction industry.

The United Brotherhood of Carpenters Job Corps Training Program is under the direction of Sigurd Lucassen, first general vice president.

In support of recruiting and placement, the Brotherhood has developed a process of direct referral. This system allows a local affiliated program to give an applicant who does not meet the committee's entry requirements the opportunity for training in the Job Corps

Program. Upon completion of the training, the pre-apprentice trainee will return to his home program for apprenticeship entry.

The UBC Job Corps training program is now a yardstick of success. Our record of placement in the industry is the envy of all our competitors. Statistical evidence shows our involvement has been the most effective of all manpower programs.

The success of the Job Corps Program reflects the mutual concern for the success of Job Corps as is manifested by the attitudes of the Department of Labor and of the United Brotherhood of Carpenters in seeking solutions to training problems.

Success of placement is reflective of the acceptance by affiliate joint apprenticeship committees and local unions and district councils of Job Corps as being an optimum pre-apprenticeship experience.

Interstate Highway

Continued from Page 4

activities for everyone. Someone with modest means doesn't have to sit in a ghetto and get hot; he can pile his kids into a secondhand car, get on the interstate, and go to a ballgame, or fishing, or hunting."

Francois sees another result.

WIDESPREAD SHIFTS

"It is now feasible to locate manufacturing facilities and other commercial activities anywhere in the United States, as long as you're within reasonable distance of the interstate," he says. "That has supported the shift to the Sun Belt and growth there, but it also has caused economic problems in New England."

To the average American, though, the biggest impact of the interstate system is simply the ability to drive vast distances at high speeds without traffic lights or cross traffic. Anyone over the age of 40 can tell tales of how long it used to take to get from, say, Chicago to Michigan vacation areas before the interstate came.

Younger Americans will never know the thrill felt by William L. Mertz, a veteran Federal Highway Administration aide (who says he is "sort of" the official historian of American highways) when he had his first encounter with a limited-access highway, the Pennsylvania Turnpike.

"I came to Pittsburgh, and all of a sudden it was like being on the Yellow Brick Road," Mertz recalls. "No traffic lights, nothing, you just kept going. It was absolutely startling to me."

Steward Training

AIKEN, S.C.

A steward training seminar was conducted by Local 537, Aiken. Participants, shown in the picture, included, front row, from left, M.D. Jolley, Mike Crowe, Harold Thomas, and G. E. Brewer, F.S. and B.A. Middle row, from left, Wesley Carter, Willie Fields, Donald Turner, K. C. Collins, Carl Weathersbee, Task Force Rep., Walter Darnell, and Allen Rogers. Back row, from left, Mike Siniger, Pat Weldon, B. W. Allen, Arther Snider, Charles Hooks, and Lewis Shead.



AIKEN, S.C.

PORTLAND, ME.

On March 31, on assignment from General Executive Board Member Joseph Lia, Task Force Rep. Stephen Flynn presented the industrial steward training program "Justice on the Job" to members of seven locals in Maine and New Hampshire.

Working along with General Reps. Neil Hapworth and John Burns, who are familiar with the various shops, the full program was given in a day-long session.

Photo No. 1—Seated, left to right: David Call, Local 2400; Neil Napworth, UBC Rep., instructor; Barry Chowes, Local 320; Russell Clement, Local 320.

Standing, left to right: Richard Spearin, Local 1612; Joseph Wildes, Local 1612; Gary Untiet, Local 2696; John Curley, Local 1612; John Burns, UBC Rep., instructor.

Photo No. 2—Seated, left to right: Danel Courchesne, Local 625; Robert Morin, Local 407; Stephen Flynn, UBC Rep., instructor; Christopher Carroll, Local 517.

Standing, left to right: Tom Dort, Local 407; Richard Regis, Local 517; Bernard Goodall, Local 517; Roland Henaire, Local 517.



PORTLAND, ME.—Photo No. 1



PORTLAND, ME.—Photo No. 2

photos:

C. Vealey, Business Rep., C. Terpening, A. Nolte, B. Brower, W. Davis, A. Powell, F. Bartula, L. Nelson, G. Phillips, G. DeRose, N. Edwards, F. Cassanite, H. Sparks, P. Norris, C. Hamlin, L. Kappes, C. Flieger, C. Vealey III, L. Davis, A. Striffler, T. Jensen, D. Hughes, D. Shee-



JAMESTOWN, N.Y.

JAMESTOWN, N.Y.

On March 23 the six stewards of Local 2753 Jamestown, completed the UBC industrial steward training program "Justice On The Job" in Salamanca, N.Y., conducted by Task Force Representative Kevin Thompson.

Those who participated are shown in the accompanying photograph, front row, from left, Steve Little, Barbara Green, Financial Secretary, and Carol Lowrey. Back row, Leighton Soule, Richard Hunter and Joseph Ferraro, president.

ley, C. Gerow, J. Mullarkey, J. Weiner, H. Taegder, J. Gingras, R. Pranga, M. Foster, K DeWitt, R. Wilhelm, C. Caccamo, W. Romer, L. Sonner, H. Hey, R. Phillips, W. Phillips, J. Potter, F. Terry, S. Perez, F. Gilnor, J. Stevens, and R. Weisner.

The Louisiana-Pacific boycott film, "The Fight Continues" was shown.

BLOOMINGBURG, N.Y.

On March 7, 44 members of Local 255, Bloomingburg, completed a two-night stewards training course of "Building Union," instructed by Task Force Rep. Kevin Thompson.

Those who participated are shown in the

BLOOMINGBURG, N.Y.



BLOOMINGBURG, N.Y.





You'll Feel Better For Asking

The decisions you make when choosing health care products and services are among your most important and expensive. Yet, like most people, you probably spend less time and effort on making these choices than on selecting a new television set. And you may feel hesitant to question your doctor about a diagnosis or treatment. Many people share your reservations, and need to be encouraged to take an active part in health care decisions and to make the most of the money they spend on health care services. The following information is designed to inform you about what health care providers can do, what questions you should ask professionals, and how to find the right people to care for your needs.

Selecting Your Health Professional

Finding a health care provider who fulfills your needs takes some time and effort. A good way to start is to get some recommendations from friends, neighbors, teaching hospitals, professional societies, or local consumer groups. After compiling a list of possibilities, call each office to get some additional information about what is important to you. (See accompanying box.)

Questions for Health Care Providers

- How much will services cost and when are payments due?
 - Is it possible to arrange a special payment schedule to fit my budget?
 - Does the professional accept the type of insurance that I carry? Does he or she accept Medicare or Medicaid assignments? If so, for what services?
 - Is the office located near public transportation?
 - What are the office hours?
 - How does the office respond to emergencies after office hours?
 - Is another professional on call when the doctor is unavailable?
- Answers to these questions should help you narrow your choices. You can also learn the answers to the following questions from a personal visit.
- Is the service prompt and efficient?
 - Does the professional give a thorough examination, based on your experience?
 - Does he or she make you feel at ease and respond thoughtfully to your questions?
 - Are diagnoses, test results, treatments, and prescribed medications explained clearly and simply?
 - Are fees and payment schedules clearly disclosed before treatment is given?
 - Does the professional suggest ways to keep costs down?
 - Is the office clean and well-equipped?

Selecting Your Physician

In addition to general questions, more specific areas should be addressed when choosing a physician. They include the following issues:

- **At what hospitals does the doctor have admitting privileges?** This is important if you have a preference for a hospital near your home.
- **Does the doctor have access to facilities where simple procedures can be done on an out-patient basis?** Access to such a facility will be less costly than a hospital if you require minor surgery.
- **What arrangements are there for coverage and informal consultation when the doctor is not available?** Some doctors participate in group practices and can arrange for informal consultation and back-up coverage with their associates. Other doctors are in solo practice and also may consult with their colleagues and make arrangements for back-up coverage when needed.
- **Does the doctor employ a physician's assistant or nurse practitioner?** In many states, these health professionals are trained to take patient histories, perform routine examinations, and handle other routine procedures. The doctor, then, has more time to spend on complex problems and procedures. You

may benefit by being able to schedule appointments more conveniently.

- **Will the doctor accept a Medicare assignment and bill Medicare and my insurance carrier directly?** Whether a physician accepts a Medicare assignment or bills you directly is a matter for discussion between you and your physician. Remember, however, that whether the physician accepts assignment (and is paid directly by the Medicare carrier) or bills you (and you are reimbursed by Medicare), you are responsible for the annual Medicare deductible and 20% of the government's "reasonable charge."

- **Will the doctor prescribe generic drugs?** Generic drugs may save you money as they generally cost less than brand-name drugs. Find out if the doctor prescribes generic drugs when appropriate.

Now, after narrowing down the field, making your selection, and scheduling your appointment, you can finally go to your first office visit. This is a very important opportunity. You should be able to judge by this visit whether you want to continue to see this doctor as a regular patient. In addition to reviewing your medical history, it is a time to establish a comfortable relationship with the doctor.

Communicating with Your Physician

Your medical history includes your own physical and mental well-being, and your family's. You should provide any pertinent information or records you can. Include any known allergies, and all medications, both prescription and over-the-counter, that you use on a regular basis.

A vital element of a comfortable relationship with your physician is communication. The doctor has an obligation to be open and honest with you regarding diagnoses, tests, and treatments. You too have an obligation—to ask questions when you don't understand something. Don't be embarrassed or afraid.

Never hesitate to question your doctor about tests, treatments, or surgery. And, if you want to understand procedures more fully before making a decision, seek additional information at a library, from friends or relatives, or from another medical profes-



- Can you recommend someone to give me a second opinion?

Selecting Your Dentist

Many believe that dental disease and losing teeth are normal parts of the aging process. But you can help to prevent dental and other oral diseases with proper oral hygiene, good nutrition, and regular visits to the dentist. Take the time to find a dentist you feel comfortable with, and keep your regular appointments.

Although the guiding questions listed at the beginning of this article are helpful, when choosing a dentist more specific questions need to be asked, and answered:

- **What are the fees for a routine check-up and cleaning?**
- **Does the dentist accept Medicare assignment for oral surgery procedures?** Only a few oral surgeries are covered by Medicare.
- **Does the dentist employ a dental hygienist?** Dental hygienists clean teeth and perform other services, allowing the dentist to devote more time to complex procedures.

Communicating With Your Dentist

Your dental needs and care change as you grow older, and as technology and research bring about new developments. You may find your dentist recommending techniques that are unfamiliar to you. Whatever treatment he or she recommends, it is always advisable to ask about your alternatives, and to compare the costs, benefits, and risks of accepting or rejecting the treatment. It is especially important to get as much information as possible for non-routine procedures, such as tooth extractions or temporary or fixed bridges. Listed below are some questions you may want to ask your dentist regarding tests or treatment:

• **What do you expect to learn from the diagnostic tests you recommend? Are there any risks involved?** Some tests may be absolutely necessary but are done as a precaution. Before you agree to a test, find out why you need it and what would happen without the test. If your former doctor conducted similar tests, have the results forwarded to your new doctor. It may not be necessary to repeat them.

• **Are X-rays absolutely necessary?** While X-rays can be an important diagnostic tool, they may sometimes be unnecessary. Ask your doctor to explain why you need the X-rays, so that you can decide whether to have them done.

• **How much will these tests cost? Are they covered by my insurance?** Even if "insurance pays for everything," each test takes time and may cause physical discomfort. Unnecessary tests are not free—they ultimately increase insurance premiums and costs for everyone.

• **Please explain, in plain language, what the test results mean.** Don't be embarrassed to ask the doctor to rephrase an explanation. Ask the doctor to state clearly and simply what the problem is, how long it is likely to last, and what treatments are recommended.

• **What types of treatment have been successful, and what are the costs, risks, and benefits of each?** It is important to know all your treatment options. Ask what will happen if you don't get any treatment, why the doctor recommends one type of treatment over another, and what are the comparative risks and success rates of each, especially where medications and surgery are involved.

• **What will happen if I don't have the operation?**

• **What are the risks of the surgery and what are the success rates?**

• **What is the cost of the operation and follow-up care? Is it covered by my insurance?**

Information on Vision Care

There are three types of eye care specialists:

Ophthalmologists are physicians who specialize in diagnosing and treating eye diseases. They prescribe drugs, perform examinations and eye surgery, and also may provide eyeglasses and contact lenses. **Optometrists** are not physicians, but have doctor of optometry degrees in eye care. They examine eyes, diagnose vision problems, and provide eyeglasses and contact lenses. They may also detect eye diseases but will refer you to an ophthalmologist for a definitive diagnosis and treatment. **Opticians** take measurements and design, verify, and deliver contact lenses, frames, and low-vision aids upon prescriptions written by ophthalmologists and optometrists. They may not examine eyes or prescribe lenses.

Good vision care involves more than just being fitted for contacts or glasses. It should include the detection, diagnosis, and treatment of problems, as well as preventive care. Your eyes should be examined every two years, especially as you get older. Many eye diseases such as glaucoma and cataracts occur more frequently with age.

The law requires ophthalmologists and optometrists to make your prescription available to you at no cost. Ask for it. With a copy of your prescription, you can shop around for the best quality lenses and frames at the best price.

Selecting Your Vision Care Specialist

Ask these questions first, and protect yourself from unwelcome surprise charges later.

• **How much does your basic eye examination cost and what does it include?** Call more than one specialist and compare prices. A lower fee could mean a less complete examination, so ask what the examination includes. A thorough examination includes both an eye-health exam and tests of your ability to see and focus your eye. Eye-health exams include taking or updating the health history and performing an interior and exterior eye-health exam and glaucoma tests. Tests for common vision conditions may reveal near-sightedness, far-sightedness, astigmatism, and presbyopia (a gradual lessening of the eye's ability to focus on close objects). The specialist may also check for eye muscle coordination and ability to change focus quickly. Depending on the individual case, additional tests may be needed. Ask about the cost of tests that go beyond the basic examination and whether or not those are covered under Medicare.

• **When is payment expected?** If you're on a limited budget, ask about installment payments or other methods of reducing our payments.

• **Do you sell glasses and contact lenses?** All three types of vision care specialists may dispense eyewear, although some ophthalmologists and optometrists do not. Shop

Continued on Page 32

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

KC Retirees Form Coalition

Local union retiree organizations in Kansas City, Mo., are being invited to join a coalition to exchange information, improve their activities, increase their "clout" in political and legislative affairs, and promote formation of new retirees clubs, reports *The Kansas City Labor Beacon*.

The first meeting was held in June at the Carpenters District Council building to discuss structure and bylaws of the committee and lists of prospective affiliates. Carpenter Retiree Thorne Reynolds represented the Carpenters District Council; other internationals represented were IBEW, Service Employees, Pipefitters, Sheet Metal Workers, UAW, Electrical Workers, and Food and Commercial Workers.

Retiree Club No. 49 In Lockport, N.Y.

Eleven retirees of Local 280, Lockport, N.Y., applied to the UBC General Secretary in early June for a charter. They have been issued UBC Retiree Club Charter No. 49.

EDITOR'S NOTE: For information, or to start a club, write to: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

New Jersey Club Marks First Year



Members of Retirees Club 22, affiliated with Local 2018, Lakehurst, N.J., in attendance at their spring meeting. Seated, from left, are Herb Wennund, Vice President Nick Kira, President Nils Wiklund, and Russell Voohrees. Standing, from left, are Treasurer Donald Murray, Agnes Kira, Al Grocki, Jim McKee, Rodney Barfoot, Gloria Barfoot, and Secretary Florence McKee. Retirees Club 22 was chartered a year ago last April.

Club 28 Officers



New officers of Retirees Club 28, Montgomery Co., Pa., are pictured above, seated, from left: Trustee Hank Sauers, President Peter D'Achille, and Warden Arthur Kalb. Standing, from left: Secretary David Light, Trustee William Young, Treasurer Carl Mazur, Trustee Helen Sauers, and Vice President Henry Hamersmith.

Senior Projects Keep Ben Collins Busy



annual meeting.

Through Project ELDERS, Collins has offered consultation and leadership on issues concerning the Older American Act and voter registration. He also assisted the 16th Congressional District office in developing the Elderly Resource Manual of Services.

Collins is also president of the Building and Grounds Committee of the YWCA.

Says the busy retiree, "I do what I love to do and get thanked for it."

Retired Gen. Rep. W. Ben Collins has not been idle. He is president of the board of the El Paso, Tex., Council on Aging; a position which permitted him to assist the United Way, and resulted in Collins receiving a top volunteer and service award at the El Paso United Way's 60th

Canadian Digest Tells Alice's Story

Alice Perkins—the little girl born without a face—continues to undergo surgery, and parents Raymond and Thelma Perkins continue to be quite positive about her progress. UBC fundraising for Alice, the adopted daughter of Knoxville, Tenn., Local 50 member Ray Perkins, began about 3½ years ago and, to date, has produced \$168,325.

Doctors are preparing Alice for artificial eyes: she has had four operations on her eye sockets. For her last operation, Alice went to the hospital on an out-patient basis, and was awake and talking to the doctors in the surgery suite right before the operation.

The Canadian edition of *Reader's Digest* magazine is running an update on Alice's story, reports Thelma Perkins.

Thelma also writes: "Raymond and I would like for you to tell the *Carpenter* readers how much we appreciate the help they have given Alice, the love and concern we have received. Without the Carpenters Helping Hands, Alice would not have received the care she has gotten. Our deepest thank-yous go to each of you."

Recent contributions to Carpenters Helping Hands include the following:

Local 10 Ralph Danzi
Local 64 Earl Pope
Wm. R. Wilkerson
Alex Cimaroli
B. E. Huckabay
Joe Luna
Richard Surman
Ted Wiedle
Local 6 Francis D. Ancipink
Local 101 Faith Kordis
Local 337 Stuart Robbins
Local 620 M/M Joseph Vitale
Local 1449 Wm. B. Hester
Local 2250 Emil N. Eilertsen
Mrs. Marie Provorse—Memory of Glenn Provorse
M/M Peter O'Donoghue, Local 1342
Eileen J. Carroll
Lewis and Betty Miller
Philip Forgione
Alice Blinzley
Bob and Marian Henry
Sven Felldin
Janis and Peter Solheim

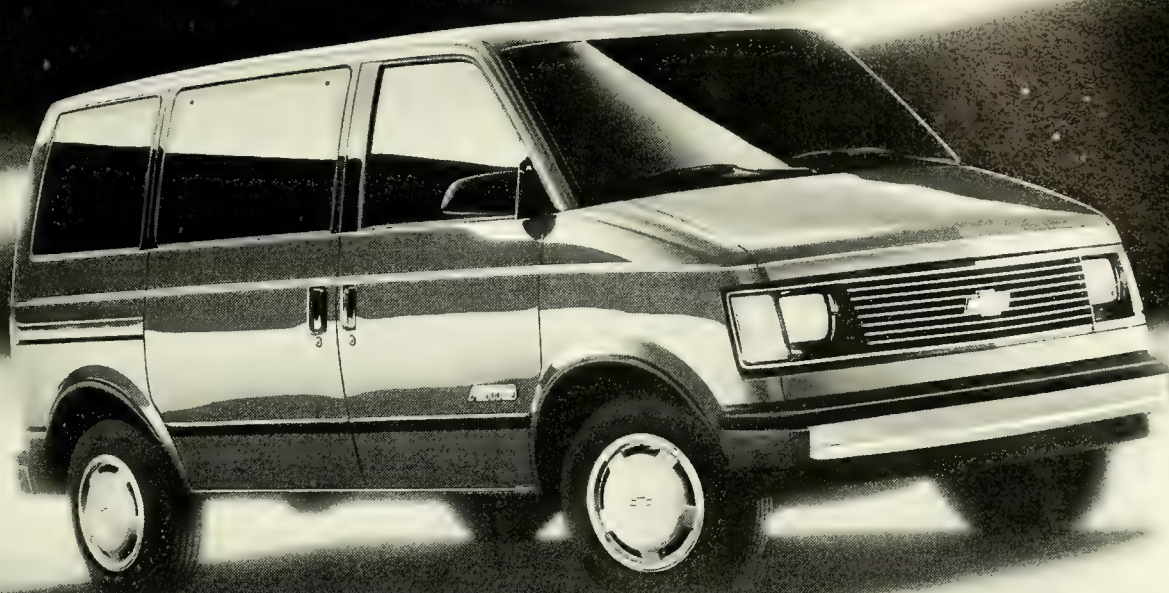
Contributions for Helping Hands should be sent to: Helping Hands, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.



Thelma Perkins, adoptive mother of Alice Perkins and wife of UBC member Ray Perkins, at the family home in Tennessee.

C H E V Y A S T R O

A NEW-SIZE BREAKTHROUGH IN VANS



IT STANDS ALONE.

New Chevy Astro is so versatile it sets new standards for what a new-size van should be. Not only does Astro fit neatly into your garage, no other new-size van offers you more choices of seating arrangements or more people room—with available seating for eight. And the middle bench and available rear bench seats lift out whenever you need Astro's big cargo room.

Astro's available Vortec V6 is the most powerful V6 you can get in a van, with power

that rivals a V8. In fact, when properly equipped, the V6 Astro has a towing capacity of up to 5,000 pounds, including passengers, cargo and trailer.

Drive Astro and discover its advantages for yourself. When it comes to good ideas that work for you, nothing works like a Chevy Van.

And at your Chevy dealer's, financing or leasing your new Chevy Astro can be as easy as saying GMAC.

LET'S GET IT TOGETHER...BUCKLE UP.



ASTRO

NOTHING WORKS LIKE A CHEVY VAN

Consumer Clipboard

Continued from Page 29

around and compare to get the best value.

- **How much will glasses or contact lenses cost?** Ask the price range of different types of eyewear sold by the professional who writes your prescription and compare these prices with those of other dispensers. Prices may vary widely. Make sure all the prices quoted to you are based on the same type of service and identical merchandise (frame, lens material, lens tint, etc.). If you are considering buying a spare pair of glasses, you may want to ask if any discounts are available for another pair.

- **Do you charge for follow-up visits to adjust frames or contact lenses?** A reasonably-priced package of services that includes unlimited visits over a specified period of time may be a better deal than bargain-priced goods that do not include free follow-up visits.

- **What is your refund policy for contact lenses?** Not everyone who wants to wear contact lenses is able to adjust to them. If you are trying contact lenses, you may want to shop for a good refund policy so you won't lose your entire investment if you cannot wear them.

- **How much do you charge for replacement lenses?** Find out how much you will be charged and how long you will have to wait for replacements if your contact lenses are lost or damaged.

- **Will you give me a complete copy of my contact lens specification and fitting results?** Ask this question before the examination. If you think you may wish to buy replacement lenses from a different provider, you will need this information.

Selecting Your Pharmacist

Pharmacists are excellent sources of information about drugs. It is important that you find one who is responsive to your questions and concerns. Today, many pharmacists are utilizing computers to maintain

customer files. If a physician accidentally prescribes a medication that should not be taken by the patient (due to drug interaction, allergy, or history), the computer flashes a message for the pharmacist. This is an important safeguard for those taking several medications. Although your closest pharmacy may seem to be the best choice, it is worthwhile to ask around at others in the neighborhood before making a choice. You should consider not only location, but also these other questions:

- **When appropriate, do you substitute generic equivalents for brand-name drugs?**

You can ask your pharmacist whether a generic drug product will be as effective as a brand-name drug. Generic drugs are generally less expensive than brand-name drugs. If you want generic drugs, ask your pharmacist for them. In some states, laws limit the ability of a pharmacist to substitute generics without the physician's approval.

- **Will you compound special prescriptions for me?** Certain medicines still require mixing at the pharmacy, and some pharmacists do not provide this service.

- **Where can I get medicines in an emergency?** You may wish to select a pharmacy that is open late or that has an emergency phone number after office hours.

- **Will your pharmacy deliver medicines when I can't pick them up? Is there a delivery fee?**

- **Do you offer senior citizen discounts? How much?**

- **Do you accept all forms of prescription drug insurance?** In addition to private insurance, Medicaid has a Maximum Allowable Cost (MAC) program that places a ceiling on reimbursement for certain drugs. If the drug is covered under the MAC program, and you qualify under Medicaid, the government may pay the entire cost, or you may pay only the difference between the MAC limit and what the pharmacy charges.

- **Do you keep patient profiles listing all the medicines each customer has purchased?** A patient profile should include a summary of your medical history so that the pharmacist can check for possible problems. This

record also may be useful for tax purposes. Keep in mind that this service will only be useful if you buy all your medicine from the same pharmacy.

And once you've found your pharmacist, the questions don't stop. Each time you get a new prescription you should ask the pharmacist for additional information on the drug. (See accompanying box.) Some pharmacists take the time to answer your questions, others may refer you to a book called "The Patient Guide to Prescription Information." If you still have questions after looking in the book, don't be afraid to ask.

Health care professionals are there to help you. You have a right to feel satisfied by their services and with their answers. Don't let yourself be intimidated by their titles and starched white uniforms: inquire and understand—you'll feel better for asking!

Adoption Moves Into the Workplace

The National Adoption Exchange, located in Philadelphia, Pa., is working toward a special goal: the adoption of children with "special needs." The Exchange, which is funded by the U.S. Department of Health and Human Services, promotes adoption opportunities for children who have physical, emotional, and developmental disabilities. Some have brothers and sisters who need a home together; many are older or from minority cultures. Since its inception in 1982, the National Adoption Exchange has found families for nearly 700 children.

The names of waiting children and interested parents are registered on a nationwide telecommunications network through which adoption coordinators match children with prospective families. The success of the program is remarkable in many ways, particularly because ten years ago no one knew if "special children" would be adopted. It was uncertain whether people would be interested in children who did not fit the traditional adoption portrait of a healthy newborn. Thanks to public education and outreach programs, it was discovered that, not only are there families who are willing to adopt these children, but there are staunch advocates of the program.

As adoption gained prominence as a way of expanding families, many major corporations began to offer adoption benefits for their employees. These companies have supported adoption and allowed more people to make a commitment to children who need families.

There are no special qualifications to adopt a "special child." Stable people who can, and will, provide love, understanding, and patience are needed. You need not own a home, have a large income, or be married. Financial assistance is often available to help with daily expenses and medical care following adoption.

To learn more about their programs, and how to apply for a waiting child, contact the National Adoption Exchange at 1218 Chestnut Street, Phila. Pa. 19107, (215) 925-0200. The children who wait will certainly be grateful you did.

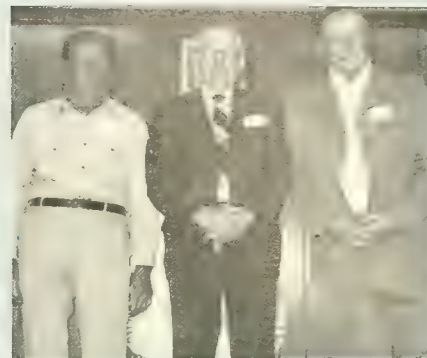
Questions for Your Pharmacist

- Do you have any written information about this medicine?
- How long will it take this medicine to work?
- What will happen if I do not take this medicine?
- Should I keep taking the medicine until the prescription is used up, or just until I feel better?
- What should I do if I miss a dose?
- Do I take this drug with food?
- Should I avoid any types of food or beverage or other medicines while I am taking this drug?
- Can I take this drug and drink alcohol?
- Will smoking affect the way this drug works?
- While taking this drug, should I avoid any particular activities, such as driving a car, exercise, or exposure to the sun?
- What side effects can I expect from this medication? Which ones should I report to the doctor?
- How should I store this medicine?
- Can I get this prescription refilled?
- Can I get a larger quantity of the medication so it will last longer and cost less?
- Will you put this medicine in an easy-to-open container for me?
- Does this medicine come in a more convenient form?
- If over-the-counter medicines do you suggest for my cold (or cough, or burn, etc.)?

Service To The Brotherhood



Corinth, Miss.—Picture No. 3



Corinth, Miss.—Picture No. 4



Corinth, Miss.—Picture No. 5



Corinth, Miss.—Picture No. 1



Corinth, Miss.—Picture No. 2

CORINTH, MISS.

Local 2352 recently honored members with 20 or more years of service to the Brotherhood.

Picture No. 1 shows, from left: J. N. Lovelace, 21 years; J. B. Yancey, 25 years; H. H. Helton, 26 years; J. C. Platt, 27 years; and John W. Ross, 28 years.

Picture No. 2 shows, from left: Elmer Epperson, 28 years; O. L. King, 29 years; Edward Garner, 30 years; Charles E. Campbell,

31 years; and Roy R. Ross, 31 years.

Picture No. 3 shows, from left: Charlie Seago, 31 years; F. R. Prather, 33 years; James E. Hudson, 34 years; Henry S. Grimes, 34 years; and B. P. Myrick, 35 years.

Picture No. 4 shows, from left: Ezekiel Bugg, 36 years; J. D. Lancaster, 36 years; and Milton F. Hudson, 38 years.

Picture No. 5 shows, from left, H. L. Reynolds, 43 years; Herbert Bronson, 48 years; and James I. Rodgers, 49 years.



Maywood, Calif.—Picture No. 1



Maywood, Calif.—Picture No. 2

MAYWOOD, CALIF.

Furniture workers of Local 3161 with 25 and 35 years of service to the Brotherhood were recently honored at an award dinner.

Picture No. 1 shows 25-year members, seated, from left: Wenceslao Aragon, Luis

Aranda, Victor Cerda, Oscar Garcia, Porfirio Garcia, Nellie Gordillo, Pedro Lopez, Manuel Lozano, and Horacio Montalvo.

Standing, from left: President Arthur Sais, Albert Rendondo, Henry Romo, Esteban Aguilar, District Council Rep. Armando Vergara, and Business Rep. and Financial Secretary

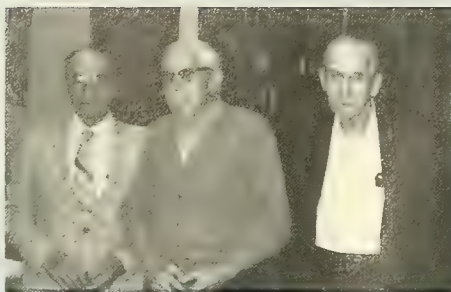
Gonzalo Barba.

Picture No. 2 shows 35-year members, seated, from left: Jesus Del Rio, Ernie Duranzo, Manuel Mendoza, and Roy Whiteside.

Standing, From left: Barba, Sais, and Vergara.



Cheyenne, Wyo.
Picture No. 1



Cheyenne, Wyo.—Picture No. 2



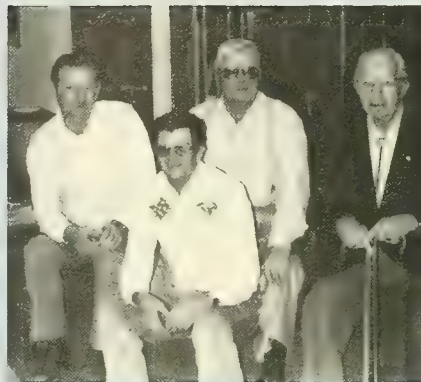
Cheyenne, Wyo.
Picture No. 3



Cheyenne, Wyo.—Picture No. 4



Cheyenne, Wyo.—Picture No. 5



Cheyenne, Wyo.—Picture No. 6



Cheyenne, Wyo.—Picture No. 7

CHEYENNE, WYO.

A pin presentation dinner was recently held by Local 469 to honor members with 20 to 65 years of service.

Picture No. 1 shows 65-year member Oliver Riedesel.

Picture No. 2 shows 50-year members, from left: Lawrence Rentz, Oliver Sommer, and Hans Vogt.

Picture No. 3 shows 40-year member Herbert Hohn.

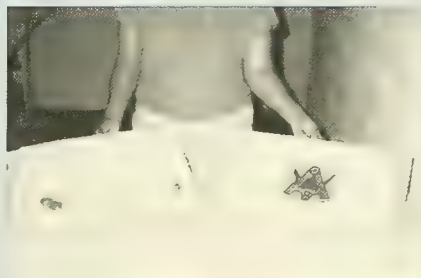
Picture No. 4 shows 35-year members, from left: Leslie Mollenkopf and Edwin Graham.

Picture No. 5 shows 30-year members, front row, from left: Harold Trujillo, George Jones, and James Short.

Back row, from left: Arden Anderson and Otilio Lucero.

Picture No. 6 shows 25-year members, from left: Alva Johnston, Lorenz Heller, Walter Crown, and Peter Bekkering.

Picture No. 7 shows 20-year members, from left: Vernon Thompson, Donald Lee, Jesse Martinex, Millard Johnson, and John Rodgers.



Roswell, N.M.—Picture No. 2



Roswell, N.M.—Picture No. 5



Roswell, N.M.—Picture No. 3

ROSWELL, N.M.

Members with up to 55 years of service to the Brotherhood recently received commemorative pins from Local 1245.

Picture No. 1 shows, left, Eugene Burgoon, 55-year member, and J. H. McBride, 50-year member.

Picture No. 2 shows cakes made for the pin presentation celebration.

Picture No. 3 shows, from left: Johnny Dowdy, 40 years; Gerald Hand, 40 years; Leon Dick, 45 years; and Harry Hamby, 45 years.

Picture No. 4 shows, front row, from left: Marilde Segura, 35 years; Julio Juarez, 35 years; and Ross Delaney, 35 years.

Back row, from left: Robert E. Griesmer, 35 years; Raymon Foreman, 35 years; Mondell Walker, 30 years; and James Read, 35 years.

Picture No. 5 shows, front row, from left: Buster Wright, 15 years; Manuel Fierro, 15 years; Harold Haynie, 20 years; and Leslie West, 15 years.

In the back row is Manuel Perez, 20 years.



Roswell, N.M.—Picture No. 1



Roswell, N.M.—Picture No. 4



Tacoma, Wash.—Picture No. 1



Tacoma, Wash.—Picture No. 2



Tacoma, Wash.—Picture No. 3



Tacoma, Wash.—Picture No. 4



Tacoma, Wash.—Picture No. 5



Tacoma, Wash.—Picture No. 6



Tacoma, Wash.—Picture No. 7

TACOMA, WASH.

The annual pin presentation party of Local 470 was held recently to recognize members with longstanding service.

Picture No. 1 shows 50- and 55-year members, front row, from left: Gunnard Udd, Ray Lunger, Orville Birnel, Olaf Hansen, Richard Mojean, and Leonard Mostrom.

Back row, from left: Jack Uhron, Evert Soldin, Bob Oberg, and Pete Post.

Picture No. 2 shows 45-year members, front row, from left: Harold Tustison, Knute Riveness, Harold Strauss, Philip Elter, and Willie Nino.

Picture No. 3 shows 40-year members, front row, from left: Carl Samuelson, Fred Merdian, Robert Brown, Orville LaTray, and Clifford Sondrud.

Back row, from left: Francis Nold, Alvin LeRue, Grant Foreman, Wilford Becklund, and Robert Hansen.

Picture No. 4 shows 35-year members, front row, from left: William O'Fallon, William Mazzocini, Edwin Goodwater, Donald Hankel, Hiram Berghoff, and Rudy Planchich.

Back row, from left: Maurice Williams and Jack Skanes.

Picture No. 5 shows 30-year members, front row, from left: Carl Tustison, Ronald McConnell, Charles McGinnis, Walter Welk, and Arlie Varney.

Picture No. 6 shows, front row, from left: Robert Lincoln, James Keator, Homer League, and Dale North.

Back row, from left: George Stebbins, James Brown, John Possin, and Bill Greinke.

Picture No. 7 shows Honor Award winners, from left: Marvin Kenney, Jack Covington, and Edward Kinsley.

Picture No. 8 shows the previous winner of the Golden Hammer Award, Leonard Liebelt, left, presenting the 1985 Award to Joseph Zastrow.



Tacoma, Wash.—Picture No. 8



Des Moines, Iowa

DES MOINES, IOWA

At a recent union meeting members of Local 106 were honored for 25 years of service. Front row, from left: Orland Stole, past president; Robert Ballard; William Flaherty; Dennis Williams; Don VanGundy; William Salter; Charles T. Anderson; Ted Rice; Harold Peiffer; Virgil Armstrong; and Frank Johnson.

Back row, from left: President John Bilsten and Treasurer Robert Weeks.



Duluth, Minn.
Picture No. 1



Duluth, Minn.—Picture No. 2



Duluth, Minn.—Picture No. 4

DULUTH, MINN.

Members of Local 361 recently gathered at an award dinner to honor those who had received service pins during the last two years.

Picture No. 1 shows 45-year member Russel Olson.

Picture No. 2 shows 40-year members, from left: Sidney McKee; Arthur Shearer; Erling Aronson, business rep.; and Richard Berg, president.

Picture No. 3 shows 35-year members, from left: Alfred Cannon, James Lord, Reino Thompson, Harry Pearson, Harry Berg, Oden Alreck, Gust Savola, and Curtis Dybvig.

Picture No. 4 shows the 1985 recipients of 30-year pins, from left: Franklin Matton, Anthony Byers, George Salska, Dale Nystrom, Lloyd Nephew and Maynard Bleck.

Picture No. 5 shows the 1984 recipients of 30-year pins, front row, from left: Wayne Thompson and Donald Rose.

Back row, from left: Kenneth Bonin, Fred Chounard, Rudolf Linquist, Dale Nikula, and Robert Rasmussen.

Picture No. 6 shows 25-year members, front row, from left: James Bronikowski, Vernon Fournier, John Jedlicka.

Back row, from left: Lester Olson, Fred Marble, Neil Mottonen, and Donald Liefing.

Also receiving pins, but not pictured, were: **45-year members** H. Christensen, John Johnson, Harold Forsberg, Alfred Long, and

Duluth, Minn.
Picture No. 6



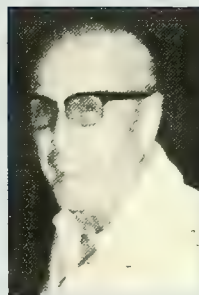
Duluth, Minn.—Picture No. 3



Duluth, Minn.—Picture No. 5



Springfield, Ill.
Picture No. 1



James Robinson; **40-year members** Leigh Bredfield, Carl Erickson, Raymond Frones, and Eugene Makela; **35-year members** Hertert Eikanger, Frank Jagello, John W. Meining, Leonard Muehr, O. Walter Nelson, and Henry E. Vandenberghe; **30-year members** Leroy Abrahamson, Arden Bjordahl, Raymond Dahl, John Lundmark, Phillip Petersdorf, Lloyd Smith, Thomas Somnis, Ronald Spearman, Ellis Thompson, James Wylie, Arnold Fossum, Gerhard Grotberg, and Edgar Worner; **25-year members** Gordon Downs, Robert Franks, James Florek, and William Picton.



Springfield, Ill.—Picture No. 2

SPRINGFIELD, ILL.

Members of Local 16 were recently honored and presented with pins to commemorate their years of service to the brotherhood.

Picture No. 1 shows 50-year member Keith Sanders.

Picture No. 2 shows, in front of the rostrum 45-year members, from left: Lorraine Johnson, Robert Snow Jr., and Anton "Vic" Gent.

Picture No. 3 shows 35-year members, front row, from left: Albert Bedolli, Pete Langford, Stephen Vicari, and Howard Johnson.

Back row, from left: Fred Brent, Warren Hopwood, William McCandless, and Garnett "Buck" Jones.

Picture No. 4 shows 25-year members, front row, from left: Donald Stephens, Kenneth Pritchett, Thomas Fleming, Frank Hodges, and Robert Schmidt.

Back row, from left: George Lumb, Virgil Jarvis, Albert Andreatta, Donald Denney, Donald Dolbeare, and William Price.

Springfield, Ill.
Picture No. 4



Springfield, Ill.—Picture No. 3



IN MEMORIAM

The following list of 772 deceased members and spouses represents a total of \$1,331,294.02 death claims paid in May 1985; (s) following name in listing indicates spouse of members

Local Union, City

- 4 Davenport, IA—Clayton Light.
- 5 St. Louis, MO—Roy E. Rosa.
- 6 Hudson County, NJ—Casper J. Andersen, Frank Oliveri, Joseph S. Harkabus, Ralph G. Maresca.
- 7 Minneapolis, MN—Henry E. Bergman, Hilda M. Curtis (s), John C. Gustafson.
- 8 Philadelphia, PA—William S. Gibson.
- 11 Cleveland, OH—Carla Taras (s), Eddie Kilpatrick, Joseph Vimr, Stephen A. Kubinec.
- 12 Syracuse, NY—Abraham Gorlick, Bernard L. Powers.
- 13 Chicago, IL—Joseph F. Delong.
- 14 San Antonio, TX—Alfred W. Haese.
- 15 Hackensack, NJ—Anthony Mannello, Cornelius Deritter.
- 16 Springfield, IL—Sam K. Sullivan, Thomas E. Neff.
- 17 Bronx, NY—Aksel M. Nilsen, Henry McCullough, Joseph Cafarelli, Maria Antoinette Alfonsi (s), Mary Picola (s), Nazareno Gangemi.
- 18 Hamilton, ONT., CAN—Clarence F. Hore, Helen Marie Drotar (s), L. E. Dunham.
- 20 New York, NY—Simo I. Koski.
- 22 San Francisco, CA—Dwayne George Vesely, Evan D. Robinson, Steven Heckert.
- 24 Central, CT—Alfred S. Astle, Burton R. Yeziersky, Michael A. Onofrio.
- 25 Los Angeles, CA—Charles Joseph Eichelberger, Halge L. Nelson, Merceal King (s), Otto E. Seagren.
- 27 Toronto, Ont., CAN—Marko Vukosa, Rosaire Rioux.
- 31 Trenton, NJ—Ernest Peterson, Jr., Wilmer F. James, Sr.
- 33 Boston, MA—Jean S. Rawding (s).
- 35 San Rafael, CA—James E. McGee.
- 36 Oakland, CA—Harold E. Morton, Herbert E. Reinberg, Jens Peter Hansen, Kathryn R. Ringleman (s), Robert F. Heffley, Walter R. Fuller.
- 40 Boston, MA—Tawfik Manazir.
- 42 San Francisco, CA—Violetta G. Marshall (s).
- 44 Champaign Urbana, IL—Helen Stirewalt (s), Kenneth B. Mullins, Ruth C. Johnson (s).
- 47 St. Louis, MO—Luther L. Wideman, Sr.
- 48 Fitchburg, MA—Robert Arsenault, Unto Halonen.
- 50 Knoxville, TN—Marshall O. Webster.
- 51 Boston, MA—Alphonse Cipriano.
- 53 White Plains, NY—George Fetzner, William P. Stark.
- 54 Chicago, IL—Ann Ritter (s), Stephen S. Stano.
- 55 Denver, CO—Beatrice O' Riley (s), Edgar J. Brown, Glenn S. Provorse, Philip T. Campbell, Walter R. Neff, William C. Cox.
- 56 Boston, MA—William J. Harvey.
- 58 Chicago, IL—August Johansson.
- 60 Indianapolis, IN—Okey L. Boylen, Roy Dalton.
- 61 Kansas City, MO—Robert K. Butler.
- 64 Louisville, KY—Fred Pybus, Stewart C. Deisenroth, William R. Price, Jr.
- 66 Olean, NY—Ivan E. Johnson, Sr., Katherine L. McLaughlin (s), Martha V. Edstrom (s), Roland Carr.
- 74 Chattanooga, TN—Oscar J. Gibson, William L. Pittman.
- 78 Troy, NY—George Coghill.
- 80 Chicago, IL—John Gidlof.
- 81 Erie, PA—Dean C. Mitchell.
- 83 Halifax, N. S., CAN—Mark Edward Leet.
- 87 St. Paul, MN—Harry L. Mourer.
- 89 Mobile, AL—Climefh F. Wylie, Terrell M. Kastorff.
- 93 Ottawa, Ont., CAN—Anne Sawyer (s), Hendrick Soopalu, Percy Wannamaker, Real Mongeon.
- 94 Providence, RI—Marguerite Ferreira (s), Onofrio Tata.
- 98 Spokane, WA—Elmer B. Almlein, William H. Sinclair.
- 101 Baltimore, MD—Harry L. Sandosky, James G. Foley.
- 102 Oakland, CA—Clyde C. Moreland, George W. Baldwin.
- 103 Birmingham, AL—Asgastel Campbell (s).
- 104 Dayton, OH—Ether Merrick.
- 105 Cleveland, OH—Elba F. Martin, Fred Deyling.
- 106 Des Moines, IA—Francis E. Kingkade, Frank E. Merzel, Walter J. Wavering.
- 107 Worcester, MA—Charles Pepin.
- 108 Springfield, MA—Flora Marie Willcutt (s).
- 111 Lawrence, MA—Ernest Ouellette, Hazel F. Worster (s), Roy L. Caron.
- 114 East Detroit, MI—Alphonse Bourgeois, Archie Charest, Carl Olson, Edna Clancy (s), Gust Promo, Norman A. Tack, Jr.
- 116 Bay City, MI—James C. Christensen.
- 118 Detroit, MI—Andrew Burt, David R. Hans, Doris Adelson (s), Elmer W. Macaloney, Homer M. Rousse, Maxim Jerore, Toivo Mackie, Victor Washburn.
- 120 Utica, NY—Rudolph T. Bruns.
- 122 Philadelphia, PA—Herman Nelson.
- 124 Passaic, NJ—Dosenela Ossi (s), Jean B. Palmer (s), Michael M. Mallick.
- 131 Seattle, WA—Finn Rasmussen, John L. Williams.
- 132 Washington, DC—Albert B. Allen, John J. Jackson, John Norman Morrison, Norma Mae Reed (s), Raymond Dunaway, Richard C. Heintze, Roy E. Sykes.
- 133 Terre Haute, IN—Charles E. Kesler, Earl Waters, Isaiah T. Leatherwood.
- 135 New York, NY—Arthur L. Gipson, John Tumpek, Rubin Lew.
- 141 Chicago, IL—Jessie Jugenitz (s), John Bly.
- 144 Macon, GA—Annie C. Kelly (s).

Local Union, City

- 149 Tarrytown, NY—Ragnar A. Ronnlund.
- 162 San Mateo, CA—George McBride.
- 168 Kansas City, KS—Tony Adam Seufert.
- 169 East St. Louis, KS—John Griffin.
- 171 Youngstown, OH—Clark Zimmerman, Stephen Filisky.
- 174 Joliet, IL—John D. Striker, Lawrence Mervar.
- 180 Vallejo, CA—Arthur H. Greer, Jr., Beulah Davis (s), Marian Beaudreau (s).
- 181 Chicago, IL—Charles Sanborn, Jr., Fred J. Gorr.
- 182 Cleveland, OH—Maureen Lutz, Robert S. Hutchison, Vernal James Williamson.
- 183 Peoria, IL—John A. Meyer, Thomas E. Ellison, Wayne E. Jibben.
- 184 Salt Lake City, UT—Merrill J. Wright, Reynolds W. Gould.
- 187 Geneva, NY—James Arthur Delamarter.
- 188 Yonkers, NY—Cody Lindsey, Peter Rienza, Robert D. Jones.
- 199 Quincy, IL—Billy S. McKenzie.
- 195 Peru, IL—Thomas A. Williams.
- 198 Dallas, TX—Charles L. Leach, E. J. Roberts, Oren Metz William.
- 200 Columbus, OH—Coulter E. Paugh, Sr., Delilah S. Meade (s), Irma F. Grilli (s), John J. Herring, Millard C. Jordan.
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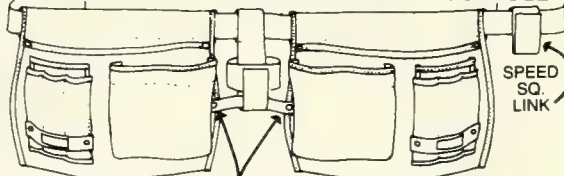
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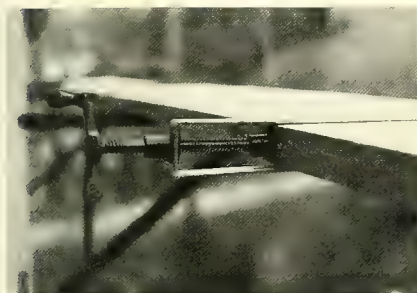
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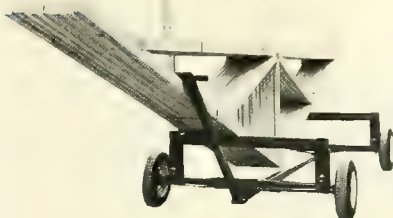
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INDEX OF ADVERTISERS

Clifton Enterprises	23
Chevrolet	31
Foley-Belsaw	39
Hydrolevel	39
Marsupial Enterprises	38
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"Plastic plumbing pipes, aluminum wiring, vinyl-framed windows, and ceramic and metal roofing are some of the materials that have provided unpleasant surprises for new home builders in recent years."

These are the opening sentences of an article in the real estate section of a recent issue of the *Washington Post*, and they state clearly a growing problem in the United States and Canada which I'd like to discuss with you this month.

"The American way of life," was a phrase we began using in the United States back in the 1930s and 1940s to signify quality living—a comfortable home, good schools, good public services, mom's apple pie, and I suppose our Canadian brothers and sisters had their counterparts to all this, too.

If we didn't have the good life, we worked hard to get it. We didn't win it in a lottery, or get over our heads in debt with credit cards keeping up with our friends and neighbors.

They're now calling this the "work ethic."

Many changes in our society have subverted the work ethic today, and I'm afraid it's going to take a lot of energy and determination to bring it back.

The whole direction of the North American economy today operates against quality and excellence as the craftsmen knew it generations ago. And you can't blame one single thing. Instead, you can blame a dozen developments in our economy and in our way of living which

have contributed to the loss of quality in the workplace and in the home.

Let me go back to the opening statements of the writer from the *Post*:

Inexperienced workers, cheap labor, cheap training—The non-union construction contractors of the country are turning out young men and women from what they call "training schools" in an attempt to flood the industry with cheap labor. These young people come out poorly prepared to handle the many problems which will face them at a typical construction site. They can cut sheetrock, maybe build a concrete form, and perform the general tasks of a "helper," but they are not prepared to pursue higher training and eventual classification as a journeyman. They're like what we used to call in the World War II military "90-day wonders."

I'm looking at a typical promotional item for these quickie schools: "Trainees will be paid \$3.35 an hour (*the minimum wage, mind you*) while they learn the crafts of carpentry, drywall, painting, electrical, and plumbing in an eight-week summer program . . . they'll also be guaranteed a job when they finish."

Sixty-day wonders, no less! Guaranteed a job, no less! But for how long?

It is disappointing, to put it mildly, to see established building contractors with good reputations, who have hired reliable, skilled union apprentices and journeymen in the past, now turn to inexperienced labor such as this to cut costs, when even the National Association of Home Builders and the Associated General Contractors concede that labor costs are still a minor portion of most construction costs. I grant you that labor costs are an uncertain factor in some areas, but they don't have to be. I grant you that a four-year apprenticeship may seem wasted in some instances because new technology and new materials makes some of the old skills seem secondary. But I don't believe that there's any contractor in the land who wouldn't feel safer with a union-trained work crew and a job steward who knows his business.

Cheap building materials, cheap goods—Today, it is often hard to tell quality merchandise from cheap merchandise, unless you examine the merchandise closely. You can't always rely on brand names, as you used to. A century-old brand name may be applied today to a product once manufactured in Schenectady or Peoria,

now produced by cheap labor in Hong Kong or Haiti.

You certainly cannot rely on the outward appearance of a new townhouse or condominium to determine its quality. It all looks like a movie set in the model home, but underneath the flooring there may be inadequate subflooring, inadequate plumbing, inadequate wiring. Unfortunately, the average, unlucky home buyer isn't familiar with building codes and the signs of good or bad workmanship until he or she has signed the 30-year papers.

Many craftsmen in our trades are growing concerned with the drop in standards we are seeing all around us—green lumber at premium prices, imported tools which don't meet the test of hard usage, and short-cut building codes.

It is discouraging to find building code administrators setting standards because they're being coerced by contractor groups and trade associations to do so.

There are plumbing code changes proposed this year which would reduce the size of water pipes and sewer pipes, supposedly to increase the flow rates in the plumbing of one- and two-family dwellings. The most important aspect of the code changes is that it would save a builder as much as \$500 from the cost of building a typical home.

A few weeks ago, our members in St. Louis, Mo., discovered that Hilti nails without the required washers had been used to attach the perimeter frames of local apartment buildings to the concrete foundation. The Uniform Building Code requires that half-inch anchor bolts, eight inches long, be used for this purpose. In spite of this, St. Louis members were told by local authorities that a "one-time variance" had been issued to the contractor.

Unfortunately, the Building Trades Unions are allowed little opportunity to comment or criticize the lowered standards of today's construction. The men and women who actually do the home-building have little to say when builders are allowed to use 2" x 4"s for trusses in roof construction instead of 2" x 6"s.

Some critics say local and national code setters have moved too quickly in accepting new products and standards, and the consumer suffers.

One homeowner says the joists under the floors of his \$160,000 home are within the legal limits, but you would assume that when you pay

that kind of money, you could walk in a room without scratching records on a record player."

Some of our problems regarding trade and commerce today relate to the shoddy merchandise coming from overseas—some of it actually counterfeits of established brands.

Additional problems are caused by unskilled, undocumented foreign workers flooding our job markets, particularly in the West and Southwest.

These are problems which must be solved by government. We cannot afford Federal budget deficits in government agencies or in areas which concern employment when 7.3% of the U.S. workforce is unemployed.

The American way of life does not always come cheap. Neither does skilled union labor and U.S. and Canadian productivity. With unions, you get what you pay for. Too many Americans do not appreciate that fact.



Patrick J. Campbell
General President



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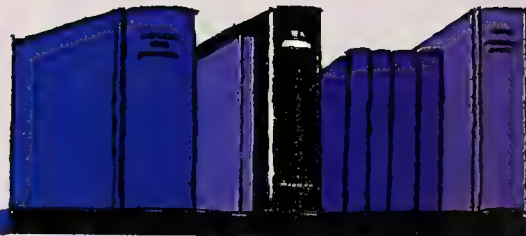
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CARPENTER

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SEPTEMBER, 1985

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

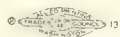
Special Labor Day Section

Labor Day—Sam Gompers Sets the Record Straight	2
Wagner Act on 50th Birthday	5
Puerto Rico's Labor Day Named for UBC Leader	6
Singing for the Union	8
Public Librarians Join AFL-CIO Effort	11
Carpenter Campaign Takes Profit Out of L-P	12
Former Board Member Lewis Honored	13
Millwright Job of the Year	15
Nord Door Strike into Third Year	17
Building Trades, Contractors Move to Revitalize Unions	18
Missing Children	18
Seminar at Labor Studies Center	20
Hazardous Logging Operations	26

DEPARTMENTS

Washington Report	10
Ottawa Report	14
Labor News Roundup	16
Consumer Clipboard: Drinking Water	22
Plane Gossip	24
Local Union News	25
Apprenticeship and Training	27
Retirees' Notebook	30
Service to the Brotherhood	31
In Memoriam	36
What's New?	39
President's Message	40

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THE COVER

The carpenter relishing a few moments of peace and quiet on his lunch break appears calm and relaxed, doesn't he? That friendly, approachable image is typical of the sculpture of J. Seward Johnson Jr. who created "Lunch Break," the bronze statue featured on our cover. A lunch box that was part of the creation, situated on the bench beside the bronze carpenter, was stolen in Oakland. It has since been replaced.

Johnson's work captures everyday details of an ordinary carpenter, right down to the wrinkled overalls and worn work boots. It was photographed at Jack London Village, Oakland, Calif., but is now traveling in a nationwide exhibition.

There are over 70 life-size Johnson figures, each cast in editions of seven or fewer, across the country. They cause passers-by to stop, stare, and touch, and then wonder how he does it.

A statue begins as a 12-inch tall clay figure modeled by the artist. After assistants duplicate it as a life-size nude, real clothing is carefully fitted on the figure by a full-time seamstress. The statue is then sprayed with a stiffening resin to hold its shape.

Johnson, the multimillionaire grandson of a founder of Johnson and Johnson Company, maintains meticulous standards. The statues' clothing is stitched to plaster castings so the folds are just right, and his casting method even picks up wrinkles in the leather of briefcases. He hired Japanese, Italian, and American chemists to develop the polychrome patinas that color his sculpture.

Don't be afraid to go up and touch the carpenter or any other Johnson statues; they're designed for touching and interacting.—*Photograph by Orville Andrews of San Jose, Calif.*

NOTE: Readers who would like additional copies of this cover may obtain them by sending 50¢ in coin to cover mailing costs to the Editor, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

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Washington, D. C., April 27, 1915

Mr. James L. Pearson, Editor,

The Fool-Killer,

Moravian Falls, North Carolina.

Dear Sir:

Your letter of April 23 is received, in which you ask for a brief history of Labor Day. Undoubtedly the first suggestion of setting apart a day in each year to be observed as Labor Day was made by P. J. McGuire, who was at that time Secretary of the United Brotherhood of Carpenters. The suggestion was made during the period when the Knights of Labor was in existence, Mr. McGuire being a member of that organization.

Writing for the AMERICAN FEDERATIONIST in 1902, P. J. McGuire has this to say:

"Pagan feasts and Christian observances have come down to us through the long ages. But it was reserved for this century, and for the American people, to give birth to Labor Day. In this they honor the toilers of the earth and pay homage to those who from rude nature have delved and carved all the comfort and grandeur we behold.

"More than all, the thought, the conception, yea, the very inspiration of this holiday came from men in the ranks of the working people - men active in uplifting their fellows and leading them to better conditions. It came from a little group in New York City, the Central Labor Union, which had just been formed and which in later years attained widespread influence.

"On May 8, 1882, the writer made the proposition. He urged the propriety of setting aside one day in the year to be designated as 'Labor Day' and to be established as a general holiday for the laboring classes. He advised the day should



Until 10 years ago, it had always been accepted without question that Peter J. McGuire, founder of the United Brotherhood of Carpenters and Joiners of America and founding editor of *Carpenter*, was the Father of Labor Day.

Then, suddenly and unexpectedly, poor Peter Jr. became involved in a paternity suit. A granddaughter of one

Matthew Maguire, one-time secretary of the Old Machinists and Blacksmiths Union and a contemporary of Peter Jr., claimed that her grandfather was actually the Father of Labor Day. A part-time and retired historian of the Machinists Union, the late George Pearlman of Clifton, N.J., quickly agreed.

Pearlman launched an effort to sub-

stitute Matthew Maguire for Peter McGuire in the history books.

Peter Terzick, retired general treasurer of the UBC and one-time editor of *Carpenter*, quickly rose to our man's defense. Said he: "Filing a paternity suit 90 years after the event has to raise a few eyebrows."

Continued on Page 35

first be celebrated by a street parade, which would publicly show the strength and esprit de corps of the trade and labor organizations. Next the parade should be followed by a picnic or a festival in some grove, the proceeds of the same to be divided. . . .

"It was further argued that Labor Day should be observed as one festal day in the year for public tribute to the genius of American industry. There are other worthy holidays representative of the religious, civil and military spirit, but none representative of the industrial spirit, the great vital force of every nation. He suggested the first Monday in September of every year for such a holiday, as it would come at the most pleasant season of the year, nearly midway between the Fourth of July and Thanksgiving, and would fill a wide gap in the chronology of legal holidays. Many were the cogent reasons he advocated, and at once the idea was enthusiastically received.

"The first Labor Day parade and festival of the Central Labor Union of New York City on September 5, 1882, was simply an imposing success. From that day on it became a fixed institution in the United States, observed today in every city of the land. The plan was next endorsed by the annual convention of the American Federation of Labor and the general assembly of the Knights of Labor. It spread rapidly from city to city and from town to town. City councils and state legislatures took it up and made it a legal holiday, until

finally, June 28, 1894, it became a national holiday by act of Congress."

The initial action taken setting apart one day in the year on which to review the activities and beneficent influences of organized labor occurred at the afternoon meeting of the third day of the fourth annual session of the Federation of Organized Trades and Labor Unions of the United States and Canada, October 9, 1884, the convention being held in Schloesser's Hall, Chicago, Illinois. The resolution creating Labor Day was introduced in the convention by A. C. Cameron, a delegate from the Chicago Trades and Labor Assembly, and was as follows:

"Resolved, That the first Monday in September of each year be set apart as a laborer's national holiday, and that we recommend its observance by all wage-workers, irrespective of sex, calling or nationality."

W. J. Hammond, representing the International Typographical Union, from New Orleans, was president of this convention. The accredited delegates to this convention numbered only twenty-six.

The Federation of Organized Trades and Labor Unions of the United States and Canada met in annual convention at Columbus, Ohio, December 8-12, 1886, and

Continued on Page 4



PETER J. MCGUIRE

Founder, United Brotherhood of Carpenters and Joiners of America

there joined forces with what was called the "Trade Union Conference," and "American Federation of Labor" became the official title of the organization. At this session the Legislative Committee, in its report to the convention, said:

"At the fourth session of the Federation a resolution was adopted making the first Monday in

September of each year Labor's national holiday and recommending its observance generally by wage workers throughout the country. This met with a response that exceeded the most sanguine expectations. In our great manufacturing and distributing centers thousands of workingmen marched in processions and participated in the festivities of the picnic grounds where the most skilled mechanics and workers in professions and laborers united in a common celebration, exchanging friendly fraternal greetings while they listened to the champions of labor discussing the economic and political questions of the day. The good effects of this are so well understood that we recommend its more general observance still, until it shall be as uncommon for a man to work on that day as on Independence Day."

In order that there be no misunderstanding with reference to the action of Congress in enacting legislation upon this subject it is well to state that the law passed by Congress on June 28, 1894, described above, as making Labor Day a national holiday, only provided that

Labor Day should be observed in the District of Columbia and the territories.

Nearly all of the states in the union now have statutes making the first Monday in September a legal holiday, as you will see by the enclosed list.

Referring to the gentleman named in your letter, Mr. Lewis C. Leake, who claims to be "the father of

Labor Day"—while he is not known to me in connection with the establishment of Labor Day, it is entirely possible that he framed and introduced into the New Jersey legislature the bill which made Labor Day a legal holiday in that state. This however is an assumption, drawn from the inference in your letter.

Trusting that this information will be of service to you, I am

Very truly yours,

President
American Federation of Labor.



SAMUEL GOMPERS

First President of the American Federation of Labor

WHEN LABOR DAY WAS RATIFIED

Before it became a national holiday, Labor Day was officially recognized in most of the states. Gompers cited these dates:

Labor Day was enacted into law at different periods since 1887, as the following list will show. The date given indicates when the law received executive approval.

1887, February 21, Oregon.
1887, March 18, Colorado.
1887, April 8, New Jersey.
1887, May 6, New York.
1887, May 11, Massachusetts.
1889, March 20, Connecticut.
1889, March 29, Nebraska.
1889, April 28, Pennsylvania.
1890, April 8, Iowa.
1890, April 28, Ohio.
1891, February 10, Maine.
1891, February 24, Washington.

1891, March 4, Montana.
1891, March 4, Kansas.
1891, March 9, Indiana.
1891, March 11, Tennessee.
1891, March 31, New Hampshire.
1891, June 17, Illinois.
1891, October 10, Georgia.
1891, December 22, South Carolina.
1892, February 5, Virginia.
1892, February 23, Utah.
1892, July 7, Louisiana.
1892, December 12, Alabama.
1893, February 11, Texas.
1893, February 14, Delaware.
1893, March 25, California.
1893, April 18, Minnesota.
1893, April 19, Wisconsin.
1893, April 29, Florida.
1893, May 26, Rhode Island.
1894, June 28, District of Columbia and Territories.
1895, April 9, Missouri.

Wagner Act on 50th Birthday Finds Business in Control

By Robert B. Cooney
PAI Staff Writer

Fear.

That, in the view of many labor observers, is the chief weapon used today by employers and management consultants to intimidate workers and defeat unionization.

It works. One professor told Congress that he conservatively estimates that one in every 20 workers who votes union is fired. A congressional panel concluded from the perspective of ten years of oversight hearings that "labor law has failed." Another professor testified that American employers not only never accepted the national labor policy, but are now more determined to destroy unionism.

Thus it must be one of the supreme ironies of labor history that the 50th anniversary of the Wagner Act this summer was hailed by organized business as "an American success story" while organized labor remained silent.

The Wagner Act was viewed as labor's "Magna Carta" when it was enacted. As free citizens in this democracy, workers joined together for common purposes dating back to colonial times. But what the Wagner Act did in an era of growing corporate power was to provide legal protection for the right of workers to organize and bargain through representatives "of their own choosing." The National Labor Relations Board was established to bring order out of industrial turmoil.

The National Association of Manufacturers, the rightwing Liberty League, and publishers attacked the law and the NLRB. In 1937 the Supreme Court upheld the Wagner Act in a 5-4 vote. Chief Justice Hughes, writing for the majority in an oft-quoted opinion, said, "... Long ago we stated the reason for labor organizations. We said that they were organized out of the necessities of the situation; that a single employee was helpless in dealing with an employer" and that union was essential to enable workers to deal on an equal basis with employers.

That early NLRB outlawed the worst of the practices exposed by the La Follette Committee. These included labor spies and agents, professional stri-



Memorial Day 1937 has been called the blackest day of modern labor history. Ten workers were slain and more than a hundred injured by police as Republic Steel strikers and their families peacefully demonstrated in South Chicago.—PAI



A horde of armed sheriff's deputies break up a picket line in a Pennsylvania steel town in 1933. In many parts of the nation, employers could "rent" deputies to break strikes. Widespread incidents like this gave support to passage of the Wagner Act in 1935. The law established the National Labor Relations Board to provide an orderly way for workers to vote for unions "of their own choosing."

—Photo courtesy Archives of Labor History and Urban Affairs, Wayne State University via PAI Photo Service.

kebreakers, private police, and arsenals. Henry Ford's strongman, Harry Bennett, had 3,000 armed men, many ex-convicts, to fight the UAW. Mine operators hired gunmen who killed an organizer a week in Harland County, Ky.

Today, "labor-management consultants" are preferred by many employers. AFL-CIO Assistant Director of Organizing Charles McDonald said there are

about 700 consulting firms now operating, with a staff of perhaps 5,000. These consultants, he said, "are very destructive to the whole process of collective bargaining." In the past decade, he said, the consultants' "tricks of the trade" have been copied by many employers in order to thwart worker attempts to organize and use weak-



SANTIAGO IGLESIAS

Puerto Rico's Labor Day is named for a UBC leader

*The redemption of the working
class has to be the work of
the working class itself.*
—Santiago Iglesias Pantín

The life of Santiago Iglesias Pantin spanned two continents and irrevocably altered the lives of the working people of Puerto Rico. Due to his unselfish efforts, organized labor was accepted on the island, and the UBC was the first international union to establish itself there. Many call him the Samuel Gompers of the Puerto Rican Labor Movement, and all recognize the value of his role in the island's politics.

Born in Coruna, Spain in 1872, Iglesias attended elementary school there and served as an apprentice carpenter. He emigrated to Cuba where, from 1889 to 1896, he served as secretary of the Organized Circle of Workers. Iglesias then moved to Puerto Rico where he began his efforts to organize the workers of that island.

At that time organized labor was unknown to Puerto Rico, and reactionary forces were in control of the political, social, and economic life of the community. Iglesias was arrested and jailed on various occasions, and several attempts were made on his life. His fight against tyranny, oppression, and exploitation was noted by Samuel Gompers, the first president of the American Federation of Labor, who came to his aid and supported his efforts. In 1901 Gompers appointed Iglesias as the General Organizer for the AF of L in Puerto Rico and Cuba, a task he had been well prepared for by his work with the United Brotherhood of Carpenters.

Iglesias had become a member of the UBC in 1900 by joining Local 309, New York, N.Y. He transferred to several other locals throughout his career, including Local 1450, Puerto Rico, making him the first UBC member on the island. In addition to organizing the first Puerto Rican UBC local and working for the AF of L, Iglesias was the founder of the Free Federation of Labor of Puerto Rico. At Samuel Gompers urging, he also served as Secretary of the Pan American Federation of Labor, which he helped to found.

The name Santiago Iglesias Pantin had established for himself as a defender of improved social and working conditions earned him a seat in the Senate in 1917—the first labor Senator elected by the community. Again in 1932 the voice of the people chose him, this time to be the Resident Commissioner of Puerto Rico in Washington, to sit in the U.S. Congress as their representative. He held that post until his death, December 5, 1939, as a member of Local 132, Washington, D.C.

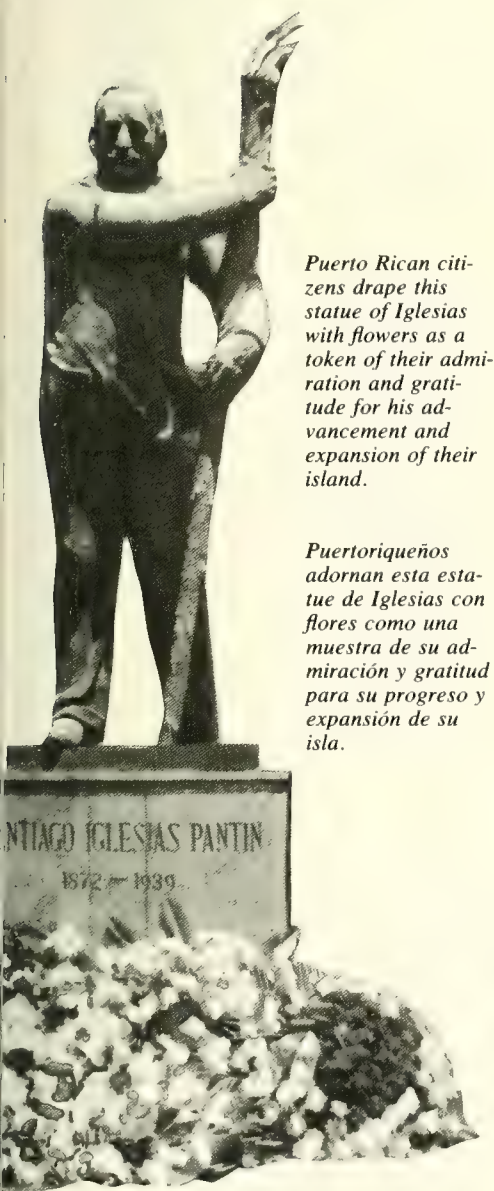
Throughout his life, Iglesias fought for the rehabilitation and relief of workers in his own and in the surrounding Pan American countries. He championed reforms to improve the lot of women and children in industry and was interested in improving educational and sanitation facilities in Puerto Rico. His work was not limited to the industrial population, but included the agricultural as well. Founder and editor of three labor periodicals—*Porvenir Social*, 1898–1900; *Union Obrera*, 1903–1906; and the *Justicia*, 1914–1925; he also wrote pamphlets on economics and social welfare for labor.

Today, nearly 50 years after his death, Iglesias is still recognized for his outstanding accomplishments. He is considered a national hero, one deserving to be emulated by the generations who follow. In Puerto Rico many parks, streets, and buildings bear his name. Visitors are struck by the presence of his photograph and other likenesses around the island. And the first Monday of September (Labor Day in most of the U.S.) is Santiago Iglesias Pantin Day in Puerto Rico. In 1957 the Puerto Rican District Council of Carpenters, with the Federation of Labor of Puerto Rico, AFL-CIO, began soliciting donations to erect a monument to honor Iglesias. Contributions came from international organizations, as well as individual workers—who are still reaping the benefits of his efforts. The statue stands in the Puerto de Tierra section of San Juan in front of the capitol of Puerto Rico.

El Día de Santiago Iglesias esta nombrado por un líder de la UBC

La redención del obrero ha de ser obra del obrero mismo.

—Santiago Iglesias Pantín



Puerto Rican citizens drape this statue of Iglesias with flowers as a token of their admiration and gratitude for his advancement and expansion of their island.

Puertorriqueños adornan esta estatua de Iglesias con flores como una muestra de su admiración y gratitud para su progreso y expansión de su isla.

Durante su vida Santiago Iglesias Pantín atravesó el Océano Atlántico y alteró irrevocablemente las vidas de los trabajadores de Puerto Rico. A causa de sus esfuerzos desinteresados, sindicales fueron aceptado en la isla, y la UBC fue el primer sindicato internacional en establecer uniones locales allí. Mucha gente lo llama el "Samuel Gompers del Movimiento Obrero de Puerto Rico," y todos reconocen el valor de su papel en la vida política de la isla.

Nació en Coruña, España en 1872, Iglesias asistió a las escuelas públicas elementales y recibió enseñanza de aprendizaje como ebanista. Emigró para Cuba, donde sirvió como secretario del "Círculo de Artesanos" de 1889 hasta 1896 en la Habana. Se mudó a Puerto Rico y comenzó sus esfuerzos para organizar a los trabajadores en esa isla.

En ese tiempo ni los sindicatos ni sus esfuerzos para organizar a los trabajadores se desconocido en Puerto Rico. Al contrario, fuerzas reaccionarios estaban en mando de la vida política, social, y económico de la comunidad. Iglesias fue detenido y encarcelado frecuentemente y hubiera varios atentados contra su vida. Su lucha contra tiranía, opresión, y explotación fue tomado en cuenta por Samuel Gompers, el primer presidente de la Federación Americana del Trabajo, quien le dió ayuda y apoyo a Iglesias en sus esfuerzos. En 1901 Gompers nombró a Iglesias como el organizador general de la Federación Americana del Trabajo en Puerto Rico y Cuba, tarea para la cual estaba muy bien preparado por su experiencia con la UBC.

Iglesias se hizo miembro de la UBC en 1900 y fue iniciado en la Unión Local Numero 309, Nueva York, N.Y. El transfirió a varias otras locales durante su carrera, incluyendo la Unión Local Numero 1450, Puerto Rico, donde él fue el primer miembro de la UBC en la isla. Además de organizar la primera unión local de la UBC y su trabajo en la AFL, Iglesias fundó la Federación Libre del Trabajo de Puerto Rico. También ayudó a la fundación de la Federación Pan Americana del Trabajo en la cual sirvió como secretario de 1925 hasta 1933.

El nombre Santiago Iglesias Pantín se estableció como defensor de mejores condiciones sociales y laborales se ganó un asiento en el Senado de Puerto Rico en 1917—el primer Senador Laborista elegido por voto popular. En 1932, otra vez por voto popular, él fue elegido como Comisionado Residente de Puerto Rico al Congreso de los Estados Unidos. Sirvió en este puesto hasta su muerte en Washington, D.C., el 5 de diciembre de 1939, como un miembro de la Unión Local Numero 132, Washington, D.C.

Durante todo su vida, Iglesias luchó por la rehabilitación y ayuda para los trabajadores en su propio y países vecinos. Fue el precursor de los derechos de la mujer y del niño en la industria. Además fue interesado en mejorar facilidades educativas en la isla. Mostró interés en asuntos agrícolas así como asuntos industriales. Fundador y redactor de tres periódicos obreros—El Provenir Social, 1889–1900, La Unión Obrera, 1903–1906, y La Justicia, 1914–1925—también él escribió folletos sobre economía.

Hoy día, es casi cincuenta años después de su muerte, pero Iglesias todavía está reconocido para sus logros notables. Lo llama un héroe nacional, una persona que merece admiración y emulación. En Puerto Rico hay muchas calles, edificios, y parques que tienen su nombre. La gran cantidad de retratos, fotografías, y estatuas bajo la forma de Iglesias les sorprende a muchos visitantes. Y el primer lunes de septiembre es El Día de Santiago Iglesias Pantín (El Día del Trabajo en otras partes de los Estados Unidos). En 1957 el Consjo del Distrito de Puerto Rico de la UBC, con la Federación del Trabajo de Puerto Rico, AFL-CIO, comenzó a solicitar donaciones para levantar un monumento para honrar Iglesias. Contribuciones vinieron de sindicales así como trabajadores—ellos que se llevan todavía los beneficios de sus esfuerzos. La estatua esta en Puerto De Tierra en San Juan en frente de la capitol de Puerto Rico.

A NEW GENERATION "Singing for the Union"



From lower left, clockwise, Todd Smith, American Federation of Musicians, Local 4, Cleveland, Ohio; Joan Moore, Communications Workers of America, Local 9410, San Francisco, Calif.; Steve Jones, American Federation of Musicians, Local 161-710, Washington, D.C.; and Mary Trevor, American Federation of Musicians, Local 161-710, Washington, D.C., are some of the new generation of labor singers and songwriters, turning out pieces like "Trickle Down Tax Cuts," "Working Mother," "VDT Blues," "Solidarity Rap," "No More Concessions," and "We Just Come to Work Here, We Don't Come to Die."

"Beware of a movement that sings."

So said a tyrannical king, the story goes, and he had good reason. Songs bring people together, they can spread ideas, and they can articulate simply and memorably complex issues and feelings. In short, they can help build a better, stronger movement.

After a long, full history, from "Yankee Doodle" during the Revolutionary War in the 1700s, to Joe

Hill and his "There is Power In a Union" during the "Wobblies" (Industrial Workers of the World) movement in the 1800s, to "Eleven-Cent Cotton" (and 40-cent meat) during the Great Depression in the early 1900s, the last few decades have seen a dearth of protest and folk songs. But it seems that once again the Labor movement is bringing this tool to use.

Since 1978, the Great Labor Song Exchange has been conducted annually at the George Meany Labor Studies Center in Silver Spring, Md., bringing together organizers, historians, labor song writers, and musicians "to

deal with issues facing unions today."

This year, 60 union activists who use songs and skits in their organizing work got together to swap songs and strategies. A United Mine Workers member from West Virginia sang about the union's 9-month bitter strike against A.T. Massey Coal Co. Two Hotel and Restaurant Employee members from Connecticut brought songs written during their local's successful strike against Yale University. And a giant of labor music joined in—John Handcox, 88, who wrote the classic "Roll The Union On" in 1936 while organizing black and white sharecroppers into the

Southern Tenant Farmers Union.

There's even a new magazine, *Talkin' Union*, dedicated to presenting "the music, folklore, and history of today's labor movement." (Box 5349, Takoma Park, Md. 20912) The May 1985 issue treated readers to such songs as "Don't Fly Air Canada" (to "Oh Susannah") and "Constructive Engagement Blues."

And now, possibly more than ever, even if the lyrics don't directly pertain, musicians are getting involved with the issues of the day. Bruce Springsteen, not content with fundraising concerts for union workers, has chosen for the subject of his first film the historic miners' strike of 1920 during which strikers and Pinkerton guards engaged in a bloody gun battle. And when has the globe seen such an outpouring of help for one's brothers and sisters as the Live-Aid concert that raised money for the starving of the world?

Even UBC members are jumping on the bandwagon. Jack Phillips, Local 2163, New York, N.Y., re-recorded his song "Bless This Land," and a member in Illinois,

calling himself "Jack," used a local singer to record his song "Reaganomicsville." Rich Soos, Local 316, San Jose, Calif., has put out his dedication to union wives, "You've Got A Working Man."

Behind the Great Labor Song Exchange is the Labor Heritage Foundation, and appropriately so, for participants are quick to agree that through history, movements had musical components. Indeed, to some new unionists, Solidarity and the Polish Solidarnosc, may seem like a new term for a new movement, when, in fact, the song "Solidarity Forever," used to rally millions of union members over the years, was written in 1915. Its author, Ralph Chaplin, a writer and poet of the IWW, said that he tried to create a song "full of revolutionary fervor" with a chorus that was "singing and defiant." He did just that by putting, to the tune of "John Brown's Body", these stirring words.

*When the union's inspiration
Through the workers' blood shall run,
There can be no power greater
Anywhere beneath the sun.*

Continued on Page 35



'Singing for the Union' on Public TV

More than a dozen performers will be featured in "Singing for the Union," a special 30-minute program to be aired by more than 60 public television stations during the Labor Day weekend.

The program spotlights a new breed of labor troubadours who are writing songs about contemporary issues in today's workplace; songs which they hope will inspire and organize workers. It is the first in a series of "America Works" specials produced by the AFL-CIO Labor Institute of Public Affairs.

Union members are urged to contact their local public television stations for specific broadcast times. To date, the following stations plan to broadcast "Singing for the Union":

KTOO/3, Juneau, Alaska
KUAC/7, Fairbanks, Alaska
KAET/8, Phoenix/Tempe, Ariz.
KMTF/18, Fresno, Calif.
KVIE/6, Sacramento, Calif.
KQED/9, San Francisco, Calif.
KRMA/6, Denver, Colo.
KTSC/8, Pueblo, Colo.
Connecticut ETV (4 stations)
WETA/26, Washington, D.C.
WHMM/32, Washington, D.C.
WTIU/30, Bloomington, Ind.
WUSI/16, Olney, Md.
WNIT/34, South Bend/Elkhart, Ind.
Iowa Public Broadcasting (8 stations)
KTVW/11, Topeka, Kan.
KPTS/8, Wichita, Kan.
WQVC/35, Grand Rapids, Mich.
WMNU/13, Marquette, Mich.
KWCM, Appleton, Minn.
KTCA/2, St. Paul/Minneapolis, Minn.
KCPT/19, Kansas City, Mo.
New Jersey Public Broadcasting
WSKG/46, Binghamton, N.Y.
WCFE/57, Plattsburgh, N.Y.
WNET/13, New York, N.Y.
WNYC/31, New York, N.Y.
KFME/13, Fargo, N.D.
WEAO/49, Akron, Ohio
WNEO/45, Alliance, Ohio
WOUB/20, Athens, Ohio
WOUC/44, Cambridge, Ohio
WGTE/30, Toledo, Ohio
Oregon Public Broadcasting
WQLN/54, Erie, Pa.
WQED/13, Pittsburgh, Pa.
KAMU/15, College Station, Tex.
KETD/16, Corpus Christi, Tex.
KCOS/13, El Paso, Tex.
KBYU/11, Provo, Utah
WCVE/23, Richmond, Va.
WCVW/57, Richmond, Va.
WHRO/15, Norfolk, Va.
WEWP/9, Beckley, W. Va.
WPBY/33, Huntington, W. Va.
WNPB/24, Morgantown, W. Va.
KCWC/4, Riverton, W. Va.

The George Meany Center for Labor Studies began its outdoor summer concert series in June when nearly 200 students, unionists, and their families gathered on the lawn at the Silver Spring, Md., facility to hear the lively Peabody Ragtime Ensemble. The ensemble, as is its tradition, ended the evening with "Stars & Stars Forever."



Holiday atmosphere marks third annual Labor Day folksinging concert on the Washington Monument grounds. It was sponsored by the AFL-CIO Labor Studies Center, the American Federation of Musicians, the Folklore Society of Greater Washington, and the National Park Service.



Washington Report



BOARD RULINGS HAVE APPEAL

National Labor Relations Board rulings are gaining wider acceptance in federal courts, according to *The Wall Street Journal*.

Rulings by the conservative majority at the NLRB rile unions but seem to please federal appeals courts. In 1984, board decisions were upheld 84% of the time, compared with a 64% average approval rate by previous boards reaching back to 1935. The Supreme Court recently affirmed a major ruling preventing unions from fining members who cross picket lines.

The board was upheld by appeals courts in other major cases, including one that allows employers to move work from a union plant to a nonunion plant. The board's high approval rate is because most appeals are made by employers, the AFL-CIO says; those losing at the board level are apt to lose in court, too, because their violations are clear even to a "pro-management" NLRB.

However, two appeals courts rejected a narrow board ruling that an individual worker can be fired for complaints about unsafe work conditions. One of those appealing a board decision on unsafe conditioning is a UBC member from Maine.

TAX PROPOSALS RAISE RENTS

A distinguished panel of economists has pulled the rug out from under the White House's tax reform package. In a devastating report, a Joint Center for Housing Studies of MIT and Harvard concluded that the White House proposals eliminating certain deductions would raise rents by as much as 24% and, even more frightening, would bounce as many as 200,000 construction workers out of their jobs!

SHIPYARD CLOSINGS

According to the Shipbuilders Council of America, 25 American shipyards have closed since 1981, including 16 major yards that the U.S. Navy considered vital for national security. Today only 24 major shipyards are operational in the United States, according to the AFL-CIO Metal Trades Department.

'PRIVATIZED' GOV'T DATA

The AFL-CIO has reiterated its strong opposition to an Administration proposal to turn data collection over to private industry, branding the scheme as "crackpot, doctrinaire, free-market ideology gone wild."

"In essence, this proposal—which may become a directive—is telling federal agencies: 'Turn over to private business all the information gathering and information distribution that you possibly can,'"

Federation Economist Markley Roberts told a House Government Operations subcommittee.

"And for what you can't turn over to private business, impose full-cost user charges."

Roberts said the plan, proposed by the Office of Management and Budget in the March 15 *Federal Register*, smacks of yet another pro-business, industry-protection move by the Reagan Administration.

"If the federal government does not collect key statistics for public policy decision-making, there won't be any reliable statistics," Roberts declared.

"In spite of previous OMB actions which have clearly indicated a pro-industry, pro-big business bias, the general public still generally views federal statistical agencies like the Census Bureau and the Bureau of Labor Statistics as the only neutral, reliable, and authoritative sources of information on subjects of public debate and public policy decision-making."

2nd HIGHEST TRADE DEFICIT

The U.S. trade deficit hit \$13.4 billion in June, the second highest on record, the Commerce Department reports.

The AFL-CIO estimated that the growing imbalance of imports over exports has cost about 220,000 U.S. manufacturing jobs during the first six months of 1985. In 1980 the U.S. sold more manufactured goods to other nations than it imported.

The imbalance with Japan, a \$4.7 billion trade deficit in June, remained the largest single element of the overall deficit.

In 1984 the U.S. trade deficit reached a record \$123 billion. This year it is expected to exceed \$150 billion.

REAGAN ON TAX REFORM

During last year's campaign, President Reagan promised tax reform which would bring those who are "freeloading . . . into the payment of tax."

The freeloaders are out there, and they are undoubtedly supporters of the president because they are millionaires.

The Treasury Department has found that 30,000 couples and individuals with incomes over \$250,000 paid little or no income tax in 1983. Of those, 3,170 had an income of \$1 million each.

There were 306 people who had an income of more than \$1 million each who may have paid no tax at all, offsetting the income by claiming losses from partnerships.

Most wage-earners who work for a living pay their full share of taxes because it is withheld on payday.

Public Librarians Join AFL-CIO In Effort to Update and Enlarge Their Labor Collections

*Labor history is focus of 1985 activity;
13 major libraries report history collections*

By Mary Rosenthal

Duluth, Minn., Public Libraries and Member of AFL/ALA Committee

The bond between labor and public libraries is a long and historical one. Almost from their inception, public libraries have been concerned with bettering the education of working men and women and supplementing the role of the public schools.

For their part, unions have played an important role in supporting public libraries and demanding services from them in order to better educate their members and develop a more well-informed citizenry. For example, in the 1890s, in Washington, D.C. and Buffalo, N.Y., unions agitated for tax-supported libraries.

The AFL-CIO/American Library Association Joint Committee on Library Service to Labor is composed of nine librarians appointed by the Reference and Adult Services Division of the American Library Association and nine representatives from organized labor, appointed by the AFL-CIO. Its purpose is to "initiate, develop, and foster . . . ways and means of effecting closer cooperation between librarians and labor organizations and the large constituency represented by the labor organizations." It acts "to encourage wider and more and more intensive patronage of library facilities by members of the labor community and their families" through a variety of means.

Every year the Joint Committee sponsors a program at the ALA annual conference. This year the focus of the program was labor history. Labor has played a vital and important role in this nation's history, a role which is often overlooked in classroom education. Public libraries are the institutions which should be capable of filling in any gaps left by formal education and furthering the intellectual aspirations of those no longer in school. To determine what public libraries were doing in the area of labor history collections, the Joint Committee surveyed public libraries as part of their annual program.

While there are a number of research libraries which have specialized labor history collections (Taimamont Institute, Wayne State University, etc.) these are located in large cities and are primarily used by the researcher. What about the needs of the labor community interested in the general history of unions, the struggle for the 40-hour week, the Triangle Fire, or its own local's history? These are the kinds of subjects that the public library should be prepared to have materials on.

Questionnaires were sent out to 150 public libraries with budgets of over \$50,000 in

of 50 states. The questionnaire was designed to find out two things: 1) whether the library held any special collections related to labor history; for example, did they house union records and archives? did they have a collection of oral histories of local labor struggles? were there files of newspaper clippings covering local labor issues, etc.? and 2) how many books relating to labor history were owned by the library? who used these books? and how good did the library feel its labor history collection was?

Over one third of the libraries responded to the questionnaire. Thirteen of the 53 responding libraries had special labor history collections. These varied considerably. For example, the Flint, Mich., Public Library has an Auto History Collection. The Chattanooga-Hamilton County Tenn., Library has an oral history interview with Stanton E. Smith on union organizing, and several libraries reported local newsfiles covering area strikes and unions.

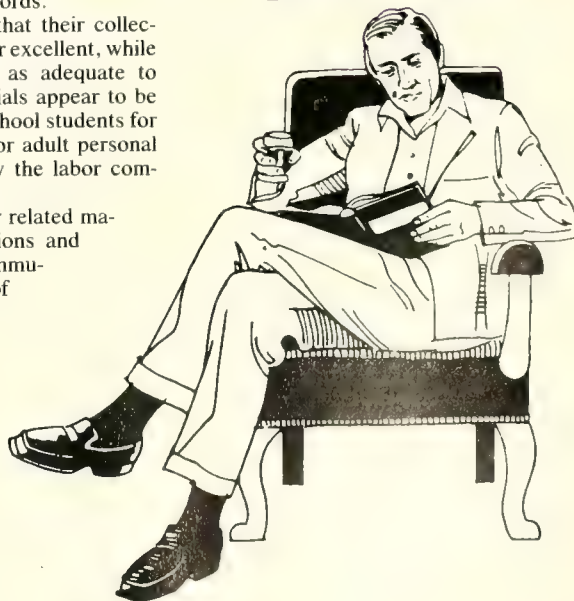
Two libraries reported that they provided special services to the labor community. The Birmingham Public Library serves as a depository for local union records as well as records of business and industry which document labor-management relations. The Chicago Public Library is in contact with Chicago Federation of Labor groups in the area and provides in-house reference workshops on union research, in addition to being a depository for a local's records.

Only nine libraries felt that their collections could be called good or excellent, while 54 rated their collections as adequate to poor. Labor history materials appear to be used by college and high school students for the most part, less often for adult personal use, and still less often by the labor community.

Previous studies of labor related materials and special collections and services for the labor community confirm the findings of this survey. Fewer and fewer public libraries are treating labor as a special group with particular needs and with particular contributions to make to their communities. Since 1967 there has been a decline in the number of special labor collections in public libraries.

While part of this certainly has to do with changes in the economy and the political climate of the country, the problem also lies with a growing lack of awareness of what both labor and libraries have to offer each other. There are many possibilities, but both groups must work to make them happen. Locals could ask to house their collections or their records in the public library; books relating to labor could be displayed in libraries (particularly appropriate at this time of year would be a labor history display in celebration of Labor Day); book lists on labor related subjects could be drawn up by librarians; regular contact between labor bodies and the library could be established to determine what the needs of the labor community are (for example, the library could set up sessions on how to find facts and figures for upcoming contract negotiations); librarians could write book reviews for union newspapers, and so on.

This will not happen without a push from the labor community. As all public institutions, public libraries must respond in some way to their constituents. As labor has played an important role in the development of the public library, so public libraries have played an important role in the continuing education of labor. This vital interchange must continue for the betterment of both and for society as a whole.





UBC Campaign Takes Profit Out Of L-P

UBC members Mark McLaughlin, B.A. Neil Daley, and Charles Dennis of Local 12, Syracuse, N.Y., handbill a Channel Home Center store, top left. Clockwise, UBC General Treasurer Wayne Pierce joins striking L-P workers on a picket line at L-P's Olathe, Colo., waferboard mill which has now lost its operating permit due to environmental challenges. Local 370 members Tom Waters, Nick Jegabbi, B.R. John Ragole, Kevin White, and Nick Cozzolino handbill Curtis Lumber in Decmar, N.Y. New York City District Council members leaflet Wall Street to mark the L-P strike's second anniversary. Local Union 964 members in Rockland County, N.Y., conduct "don't patronize" handbilling at Beckerle Lumber.

The UBC consumer boycott and corporate campaign against L-P continues to take a heavy toll on the company; company reports indicate that profits for the 2nd quarter of 1985 dropped 34% over the previous year's earnings figures. While the second quarter is typically a strong performance quarter for the company due to the building cycle, the 34% drop continues a sharp profit downturn for the company. The second quarter profit plunge follows drops of 72% and 91% in the preceding two quarters.

In a statement to the press, UBC General President Pat Campbell stated that "the UBC boycott and corporate campaign activities have taken the profit out of L-P operations. L-P continues to deny the boycott's impact, but the earning and sales figures don't lie: L-P is consistently leading the industry in profit declines."

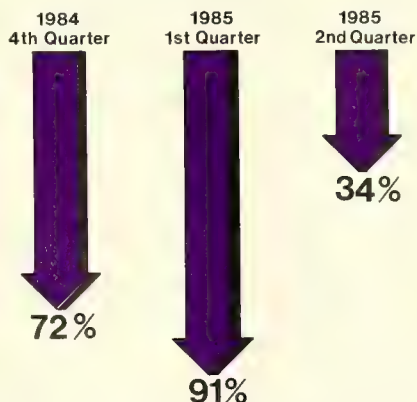
L-P's poor profit performance contrasts sharply with the strong earnings projections made by forest products analysts, such as Merrill Lynch, which is a major L-P shareholder.

Merrill Lynch has been predicting that L-P would enjoy earnings per share of about \$1.90 for 1985. L-P is far off this pace, with earnings from operations of only \$.11 a share for the

first six months of 1985. As in previous quarters, L-P's loss figures place the company at the top of the list of industry losers.

The UBC's aggressive boycott of L-P wood products and its focus on L-P's waferboard product, "Waferwood," has prevented the company's waferboard expansion from generating expected profits. Accounts from lumber retailers which have ended the sale of L-P wood products in response to the strong consumer support of the boycott indicate that L-P's waferboard is being sold to retailers at rock bottom prices to secure and retain market outlets.

Second Quarter '85 Profits Drop 34%



L-P Expansion Troubles Continue

L-P's efforts to build and operate additional waferboard mills continue to be slowed by environmental and community challenges in towns across the country. In Colorado, where the Carpenter's state council is an active

participant in the regulatory process that has led to the recent revocation of operating permits at two new L-P waferboard mills in the state, L-P faces an early September hearing—which could result in a complete closure of the \$18 million mills. The basis for the license revocations were air emission test results which documented excessive particulate and formaldehyde emissions from the plants.

Community concern in communities in northern California and Southeast Virginia, sites of two proposed L-P waferboard mills, has developed in response to the Colorado environmental test results. Efforts by UBC members throughout the country to help inform communities of the potential public and worker health and safety hazards associated with proposed and operating waferboard mills represent a serious threat to L-P's expansion plans.

USDA Decision Limits Access to Aspen

The U.S. Department of Agriculture, which oversees the U.S. Forest Service, issued a decision which will stall L-P's effort to get quick access to Colorado's aspen stands. In response to an appeal for a forest management plan for three national forests in Colorado by environmental and community groups, USDA ruled that the Forest Service must end its practice of engaging in money-losing sales of federally-owned timber to private lumber companies.

The UBC obtained a copy of an internal Forest Service memorandum at the time of the release of the forest management plan which indicated that increased aspen cuts were to be allowed to help L-P's new waferboard plants. The Colorado State Council has intervened in two forest service sales in the state which have precluded L-P's harvesting of federally owned aspen for its mills.

Boycott Profile: New York

Over the course of the last year, UBC members throughout the state of New York have been active participants in the L-P boycott under the direction of First District Board Member Joseph Lia. Beginning with systematic surveying of retail lumber dealers in the state, UBC locals targeted retailers selling L-P wood products for consumer boycott activities. UBC representative Kevin Thompson has coordinated the New York State

Continued on Page 35



President Campbell, at the microphone, presents a special plaque to the honoree, Harold Lewis, left, as General Secretary John Rogers joins the presentation. Beyond the podium are First General Vice President Sigurd Lucassen and Second General Vice President Anthony Ochocki.



As Herbert Mabry, member of the UBC and president of the Georgia State Federation of Labor, applauds, Vice Presidents Lucassen and Ochocki wish Lewis a happy retirement. Friends and associates from the Southeastern States joined in.



A giant golf club and a check to purchase real clubs were presented to Lewis by his fellow members of the Fourth District, represented by the new 4th District Board Member E. Jimmy Jones and General Representative William Nipper.

Former Board Member Lewis Honored at Retirement Dinner

Harold Lewis, who retired on April 1 as General Executive Board Member for the 4th District after 15 years as the Southern region's Board Member, was feted at a retirement dinner held at the Sheraton Hotel at the Atlanta Airport in Georgia on July 13.

The evening's festivities were attended by friends and associates from Lewis' own territory as well as the general officers and executive board members. All were ready to toast his 37 years of dedicated service to the UBC and wish him well in his retirement.

Although he hails from Queens

County, N.Y., Lewis, 66, first joined the Brotherhood in 1947 as a member of Local 1509, Miami, Fla. As the years passed, Lewis held various positions with his local, the Miami District Council, and the Florida State Council of Carpenters. He has also served on a variety of other civic, service, and labor boards. General President M.A. Hutcheson named Lewis to the General Executive Board on May 18, 1970.

E. Jimmy Jones, 65, a 39-year member of the UBC, has been named to fill Lewis' position on the Board.

Ottawa Report



DE-CERTS UNDER CODE IN B.C.

The recession and changes to the British Columbia Labor Code are thinning the ranks of the provincial trade union movement.

Certification of union bargaining units fell dramatically last year, according to the annual report of the B.C. Labor Relations Board.

Certification was granted to 238 bargaining units in 1984, compared with 441 the previous year. There were 706 units certified in 1982, 643 in 1981, and 593 in 1980.

Union officials attribute the decline to controversial Labor Code amendments that became law in June, 1984, while spokesmen for the business community name the depressed economy as the chief cause.

Under the new code, long-term certification requires the endorsement of a minimum of 55% of employees in a secret ballot. Decertification carries the same requirement, but employers who have not been doing business for two years can also apply for non-union status.

Decertification has been on the rise. Ninety-six bargaining units were decertified in 1984, compared with 63 in 1983, 40 in 1982, 53 in 1981, and 51 in 1980.

"There are fewer attempts to organize now because of the difficulties created by the Labor Code," said David Rice, a spokesman for the B.C. Federation of labor. "The construction unions have been hit the hardest."

MANITOBA FATHERS' LEAVE

New fathers in Manitoba who fall under provincial labor laws and who have worked for at least one year with their employer will be guaranteed six weeks of paternity leave under legislation acted upon recently. The omnibus bill brings 42 laws in Manitoba in line with the equality provisions of the Charter of Rights and Freedoms. The maternity-paternity leave change in the Employment Standards Act also covers adoptive parents. Other clauses eliminate sexist language or discrimination in statutes. The ban on the sale of liquor on election days will be eliminated. British subjects will no longer be able to vote in municipal elections. Once the legislation is proclaimed, voters will have to be Canadian citizens.

PENSION CAPS DROPPED

The Conservative Government has abandoned its controversial plan to limit inflation protection of old-age pensions after a month of persuasive public protest. Instead it has opted for increases in corporate and gasoline taxes to offset the loss of the savings expected from the pension changes.

Finance Minister Michael Wilson recently announced in the Commons the full retreat from the pension measure he had unveiled just five weeks earlier in his first budget, as Liberal and New Democratic Party MPs revelled in their political triumph.

Despite the minister's insistence that the budget's main thrust of reducing the deficit remains intact, and despite Prime Minister Brian Mulroney's words of praise and support, Mr. Wilson was described by political opponents as having swallowed a major defeat.

The retreat, a grim-faced Mr. Wilson told the Commons, came after the government "recognized the anxieties" of senior citizens. The budget measure would have meant that, beginning in January, old-age pensions would not be increased to offset the full impact of increases in the cost of living, but only to the extent that inflation exceeded 3%.

After meeting senior citizens, Mr. Wilson said, the government was "impressed with the concerns they have expressed. It was not the intention of the government to cause uncertainty for anyone, least of all those who most need assistance."

To recover about \$15-million it had expected to save in this fiscal year and \$245-million next year through the limit on pension indexing, the government is extending, by six months, a deficit-reduction surtax it imposed on corporations, Mr. Wilson said.

ALBERTA WORKERS EMPASSE

John Booth, president of the Alberta Union of Provincial Employees, says he will not sign the recent arbitration award handed to 34,000 government workers.

The award will hurt government workers by cutting benefits in several areas, including job security, overtime pay, and shift premiums, Mr. Booth said.

Under the terms of the award, one of the first under the provincial government's controversial arbitration procedure, workers have to pay 50% of their long-term disability insurance, which was previously fully financed by the government.

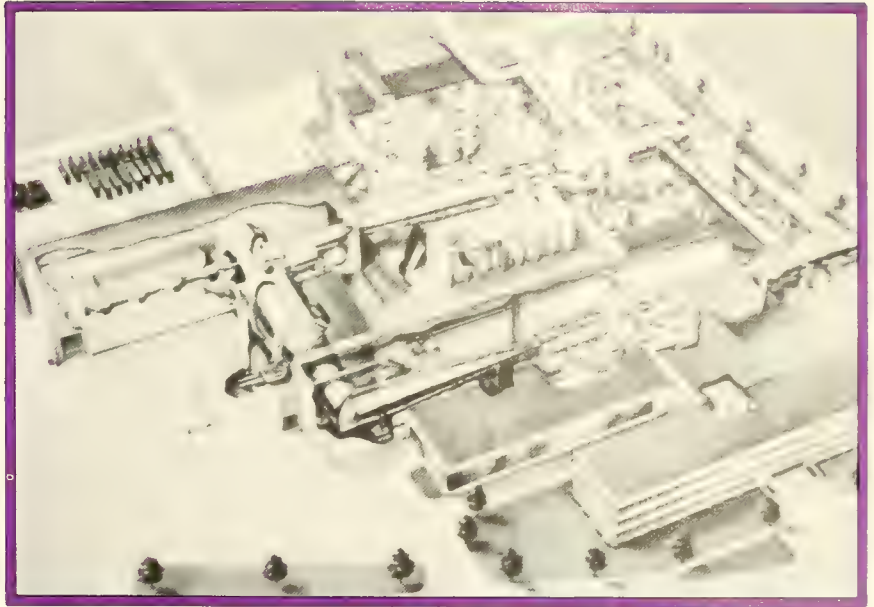
Talks are under way over salary matters negotiated by the 12 union locals of the Alberta public service, Mr. Booth said.

NUMBER OF UNIONISTS RISES

The total number of union members in Canada increased to 3,662,000 as of January 1985, compared with 3,651,000 a year earlier, according to recent Labour Canada figures. Union membership represents 38.9% of all the non-agricultural paid workers in Canada.

The 10 largest unions have generally retained their membership with two exceptions: an increase of 26,000 members registered by the UAW and a decrease of 5,000 members by the UBC.

An artist's drawing of the Lewis Research Center's sonic wind tunnel facility, showing the tunnels and the two compressors.



Repairs to a NASA Wind Tunnel

Millwright Job of the Year . . . All Union

Thirty-two years ago, when the space age was in its infancy and high-altitude aircraft were still struggling to break the sound barrier, the U.S. government placed a sonic wind tunnel facility in operation near Cleveland, Ohio, to test models of rockets and supersonic aircraft.

Located at what was to become the National Aeronautics and Space Administration's Lewis Research Center, the facility was eventually to do aerodynamic and power testing of the space shuttle.

The test section of the wind tunnel is a 10-foot by 10-foot square, when the walls of the tunnel are extended. When a model is being tested, the tunnel walls can be reduced to 18

inches to create supersonic wind velocities for what aeronautical scientists call "the venturi effect."

The tunnel's test section is capable of wind velocities of Mach 3.5 (3½ times the speed of sound, or more than 2,500 mph) at a simulated altitude of approximately 150,000 feet.

The unit has two compressors—a main drive compressor rated at 150,000 horsepower and a secondary unit rated at 100,000 horsepower. The wind tunnel functioned well until several years ago when a NASA technician installing instrumentation forgot a mill file in the entry end of the secondary drive compressor. The file was accidentally pulled through the compressor when it was started.

NASA officials bypassed the secondary drive compressor until 1983, when NASA decided that the compressor was needed for space shuttle testing the following January. For the first time the wind tunnel facility was to undergo a blade and drive inspection.

Millwrights would be needed to open the compressor stator halves, to record the torque and elongation values of all types and sizes of attachment bolts, to establish repair priorities, clean all rotor and stator blades, inspect and chart all damage, blend and repair all damaged areas, check rotor tie bolts, perform hardness readings on spacer rings, and begin

Continued on Page 29



At far left, a NASA technician inspects the work. The protective covers are pulled back for repairs. At left, another view of a compressor with covers in place.

Labor News Roundup

All-time dismal record for jobless benefits

The percentage of jobless workers receiving unemployment insurance benefits dropped to an all-time low of 26.9% in June, the Center on Budget and Policy Priorities reported.

Of the 8,753,000 Americans out of work and actively seeking jobs in June, only 2,355,000 were drawing unemployment benefits. That left nearly 6.4 million jobless not being helped—a larger number than at the height of the recession. In late 1982, when the jobless rate was 10.7% compared with the current 7.3% level, the number of unemployed not getting benefits was 400,000 fewer.

The center, which is a non-profit research organization, noted the phaseout of the Federal Supplemental Compensation program for long-term unemployed and the virtual elimination of the federal-state extended benefits program. In addition to those who have exhausted their benefits without finding jobs, the ranks of the unemployed include persons not eligible for benefits, such as those looking for a first job or re-entering the labor market.

Bureau of Labor Statistics data for June, which were available only for the 11 largest states, found the percentage of unemployed receiving benefits ranging from a low of about 15% in Texas and Florida to a high of 45.7% in Massachusetts, 39.3% in New Jersey, and 37.3% in California.

Repeal bill veto saves Louisiana wage standards

Louisiana's prevailing wage law for state construction projects remained on the statute books as the state Senate failed to override the veto of a labor-opposed repeal bill.

The measure, pushed by non-union contractors, had passed the Senate 20-16, and needed a two-thirds majority to override the veto. Instead, it lost support and the override attempt failed to muster even a simple majority.

The veto message of Gov. Edwin Edwards said prevailing wage laws such as the federal Davis-Bacon Act and its state counterparts are good for the economy and result in "quality workmanship" that "more than offsets the cost of higher wages."

Anti-union groups also were thwarted in their attempt to make Louisiana's "right-to-work" law banning union shop

agreements a part of the state constitution.

Earlier in the session, the constitutional proposal had fallen one vote short of the two-thirds required. An attempt to revive the constitutional amendment on a reconsideration vote failed by the same margin shortly before the legislature adjourned, despite an intense campaign by the National Right to Work Committee, its Louisiana affiliate, and allied employer groups.

Throughout the session, State AFL-CIO Legislative Director Carl Crowe commented, "labor played defense—successfully."

Wage appeals board rules contractor can be debarred

In a major victory for organized workers, the Wage Appeals Board ruled that a contractor can be debarred from federal contracts for an "aggravated or willful violation" of labor standard laws. The case in question involves M.C. Morgan Contractors, Inc., which held contracts for construction of sewer and water lines on projects with partial federal financing.

Morgan Contractors and its vice president admitted to violations of the Contract Work Hours and Safety Act and agreed to pay \$48,000 in back wages. In earlier hearings, a Labor Department Administrative Law Judge determined that the violations were not aggravated or willful, and thus declined to debar the company or its vice president.

The case was appealed to the WAB on the grounds that because the company had prior Davis-Bacon contracts, its violations were deliberate attempts to circumvent Davis-Bacon regulations. The Board agreed, saying "[the contractor] has been devising 'systems' to avoid its obligations. After it was found in violation on the first four contracts, [the contractor] still used a 'system' to try to avoid its obligation to its employees on the last two contracts."

The WAB found that such abuses "certainly meet the standard of aggravated or willful violations" required for debarment.

Montana court upholds state's "Little Davis-Bacon"

The state Supreme Court upheld Montana's prevailing wage statute that sets minimum pay rates on publicly-financed construction projects. In a case pitting the state commissioner of labor against the City of Bozeman, the court found the City liable for underpayment of workers on a municipal garage project. The decision, a major victory for building and construction workers, supports the state's prevailing wage laws that are patterned after the federal Davis-Bacon Act.

The City's attack was aimed at a provision in the law that mandates collective bargaining agreements be considered in determining prevailing wages. In finding against the City of Bozeman, the court pointed out that the state's prevailing wage law says only that "collective bargaining agreements and other information (court's emphasis)" must be considered in determining prevailing wage rates. The justice issuing the court opinion said that statutes making union pay scales absolutely determinative of prevailing wages would be unconstitutional.

However, when the union rate of wages "merely assists in ascertaining the prevailing wages," the Justice continued, the prevailing wage laws have been held constitutional. In Montana the ultimate authority to determine prevailing wages is vested with the public authorities.

Yale University Picket duty finds couple 'lovestruck'

Not only did a recent clerical strike in New Haven, Conn., set a precedent, but it proved a picket-line is a good place to meet people.

A groundskeeper and a secretary who worked at Yale University for 10 years without crossing paths did so on a picket line.

Julie Hoven's union, Local 34 of the Federation of University Employees, went on strike and was backed by Local 35, of which Gary Lavorgna is a member. Since most members of Local 34 had never been on strike and were "nervous," Gary walked the line with them and entertained them with jokes.

Eventually a precedent-setting contract was ratified and more—Julie and Gary found a shared love and married.

"We met on the picket line," said Gary, "and fell in love while we were on strike, so we call ourselves 'lovestruck'."

Gompers Stamp Club corrects NLRA oversight

Both the Social Security Act and the National Labor Relations Act (NLRA) were passed in 1935.

A postage stamp is being issued this year to recognize the anniversary of Social Security. However, the Reagan Administration has chosen to virtually ignore the NLRA anniversary; and not to request such recognition. The Samuel Gompers Stamp Club has issued a cover to partially correct the oversight.

The cover features a pictorial cancel designed for this anniversary and is available from the Samuel Gompers Stamp Club, P.O. Box 1233, Springfield, Virginia 22151, for \$1.00, or 3 for \$2.50, and a set of both dates for \$1.85. Send a self-addressed stamped envelope with your order.

Local 1054 Marks Second Year Of Strike Against E.A. Nord Company

Members of Local 1054 gathered at the Labor Temple in Everett, Wash., on Saturday, July 13, to commemorate the second anniversary of their strike against the E.A. Nord Co. of Everett.

The union renewed its determination to fight on for justice against the company's union-busting efforts. While many members and their families gathered for a buffet luncheon, discussions, and entertainment, other members maintained their 24-hour vigil at the gates of the Nord plant.

Earlier, at the local union's regular monthly meeting, Puget Sound District Council Executive Secretary Charles Peterson administered the oath of office to the newly-elected officers of the local union.

The Nord Door Company was founded in 1930 by Eric A. Nord. It became the largest stile and rail door plant in the world with as many as 850 employees at peak periods. A third-generation family member, Scott Nord, became head of the company and soon began using the services of a labor consulting firm from California, West Coast Industrial Relations Associates (WCIRA).

Fair working conditions and contractual relations with union employees, which had existed for a half century, soon went downhill. One representative of the labor consulting firm became plant manager and another became a member of the board of directors.

The United Brotherhood, through its Local 562, represented Nord employees for 50 years. Later, the employees asked for their own charter, and Local 1054 was established. During that first half century there was never a work stoppage and labor-management relations were good.

PRELUDE TO STRIKE

In January 1983, the Nord Company started to add to the work force and by March 1983 they had three shifts in full production. They were also asking production workers in key jobs to take management supervisor positions. They were able to talk 15 of the production workers into "management" positions. In April they laid off 46 production workers, and on May 5 they laid off 124 more. They stated that this was a permanent layoff with no recall rights for them and that they were laid off because of lack of production orders. This was grieved and eventually won in arbitration by the union.

On May 12 they hired 20 new supervisors to help with increased production orders. At the same time the company also had started another production operation at Kent, Wash., which is located about 60 miles south of Everett. They trucked doors to this Kent plant during the night, and they had production patchers and glaziers doing the work there that would have been done in Everett by the people who were laid off in April and May. The people working in the Kent plant were non-union and were paid at \$4.50 to \$5.00 per hour for jobs that ranged from \$10.24 to \$11.66 per hour with union wages. This was grieved and went to arbitration and was ruled in favor of the union. The money

part of the arbitration award is still pending. In May 1983, the company started advertising in local papers for production workers at \$5.00 per hour. They also advertised in the Southern States and through the WCIRA facilities for the scab help to replace union people in the event of a strike. The plan was on schedule for WCIRA and Nord Door.

NEGOTIATIONS

There were four meetings held on contract negotiations. The company's opening proposal was to take back up to \$4.00 per hour in wages, take back six paid holidays, take back bonus vacation pay, change vacation scheduling so most people would lose at least one week of earned vacation, change the seniority article and then emasculate the rest of the contract language so that it would have no meaning to anyone. The final meeting was held with a federal mediator present. The final offer was not much different than the opening proposal, and an impasse was reached.

STRIKE STARTS

Local 1054 posted pickets at the end of the July 13, 1983, swing shift at 2 a.m. July 14, 1983. The company had a pre-hired security system. They were called Strikers Associates. They had armed guards posted at about 25-foot intervals around the entire plant. Armed guards were also posted on the roof of the plant. Video cameras had been installed to cover each gate and were used extensively to record the pickets and then edited to be used as evidence in getting a court injunction to limit picketing and to try to prove any and all charges that they may charge the union pickets with.

At about 6:30 a.m. the scab work force that Nord had started to hire in May started to report for work. They were escorted through the line by Nord armed security and were organized into convoys. The Everett Police Department, Sheriff Department, and State Highway Patrol were all visible, including a SWAT team stationed on the hill above the plant. They were there to protect the scab work force, and it was very obvious that they were not there to assist any union people who had lived and worked in the Everett area all their lives. After a week or two local officers found out that Nord security had a direct communication link to the Everett Police Department. The second day of the strike the local union had to appear in court, and an injunction was issued limiting the union to three pickets per gate (five gates) and only six people across the street at any one time. During the first six months of the strike the union was charged with numerous violations of the law and each time when appearing in court the company either failed to appear or would drop the charges. This still caused a financial burden to the union, because they still had to pay their attorneys and witnesses. Eventually they gave up on that tactic and concentrated on getting past the date to hold



A picket sign near the Nord plant keeps a running record of the strike's duration. Local 1054 Trustee Al Nush notes the beginning of the third year.



Puget Sound District Council Executive Secretary Charles Peterson administers the oath of office to the newly-elected officials of Local 1054 as they begin their difficult third year.

election so the union strikers would not be able to vote. They did everything possible to delay the election past the year deadline, but the NLRB ordered the election to be held on July 11, 1984.

DE-CERT EFFORT

One month prior to the recertification election, a team was set up to assist the local union in getting information to the scab work force and explain the union purpose. The election was held on July 11, 1984. There were over 400 challenged ballots, and the results are still pending at this time. The union filed a unfair labor practice charge and 18 objections to the conduct of the election. The NLRB granted hearings on these matters and the outcome of the hearings are still pending. One week after the election was held, the Nord Company laid off about 100 of the scab work force. This was a big surprise to the workers, but they had been told that this would happen after they voted.

STRIKE STATUS

The local union maintains a picket seven days a week, 24 hours per day. Pickets stand a four-hour shift every day. They still receive \$100.00 per picket pay. Pickets are still eligible for union-sponsored medical plan. The food bank operates two days a week with approximately 180 families using it each week. Local 1054 receives help and support from

Continued on page 38

Building Trades, Contractors Move To Revitalize Union Sector of Industry

The AFL-CIO Building & Construction Trades Department (BCTD), as part of its national cooperative program to revitalize the unionized segment of the building industry, has published a guidebook mapping the way for labor-management committees to recapture business lost to non-union contractors.

The guidebook follows the labor-management approach initiated by the UBC in its Operation Turnaround program in 1982.

The publication, titled *Market Recovery Guidebook for Union Construction*, stresses the need for a "new relationship between labor organizations and contractors." The booklet was produced by the National Market Recovery Committee, which represents the BCTD and the National Construction Employers Council. The employers' group comprises 13 construction-related associations.

The guidebook notes that the national joint committee has visited 27 local areas since the two sides agreed to the cooperative effort. "The time is now," declares the pamphlet's introduction, for labor-management cooperation.

Harsh realities of the current construction industry make-up are cited. The committee said the union share of the construction market has declined, and a threat to the future benefits of union members exists now in a number

of areas. Union contractors have faced a reduced volume of work and "some have even resorted to establishing non-union operations," the committee said.

The national committee pointed out that its efforts have been misunderstood and that it has been "unfairly characterized" as "an organization for cutting wages." It reported that its experience has been that union contractors seeking to recapture their market do not always include wages in their list of adjustments.

The committee said that it has found that once a market has deteriorated to where union construction no longer dominates the local market, it has been much more difficult to mount a recovery. "Under such conditions, local unions, to survive, have been forced to give away significant portions of previously negotiated wage rates, as well as working conditions."

It emphasized the immediate need for the cooperative efforts, saying that "the longer you wait to begin your program, the more that program is going to cost."

Those local unions that do participate in such programs, however, should not be looking for immediate results. "The curse of the Market Recovery Program is impatience," the committee warned.

Market recovery must be considered a long-term program, it said, because the decline of the unionized segment of

the industry has taken years. The Bureau of Labor Statistics reported recently that 30% of the blue-collar workers in construction are union.

The key to reversing the decline is cooperation, the committee declared. "To compete effectively and survive, the construction industry must reform its practices and launch cooperative labor-management programs."

Some local areas already have joint programs and the success of their efforts varies widely. Public relations operations have limited effectiveness, the guidebook says, noting that groups that have directly addressed the work practice and productivity issues have enjoyed a larger market turn around.

The overview of the program calls for the establishment of local labor-management committees to:

- Measure the growth of the open shop in an area.
- Identify non-productive practices and work rules.
- Improve collective bargaining.
- Implement a public relations campaign aimed at building owners and the public.

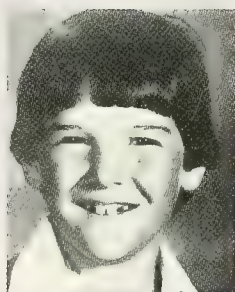
The guidebook includes a sample agreement for local joint committees and a variety of tables, charts and graphs that can be used to measure construction employment, wages, and benefits.

Missing Children

If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



KELLY JUANITA STAPLES, 12, black hair, brown eyes, missing since January 8, 1980, from Chicago, Ill. Kelly, who has a birthmark on the left of her chest.



KEVIN ANDREW COLLINS, 11, brown hair, grey-green eyes, has been missing from his California home since February 10, 1984.

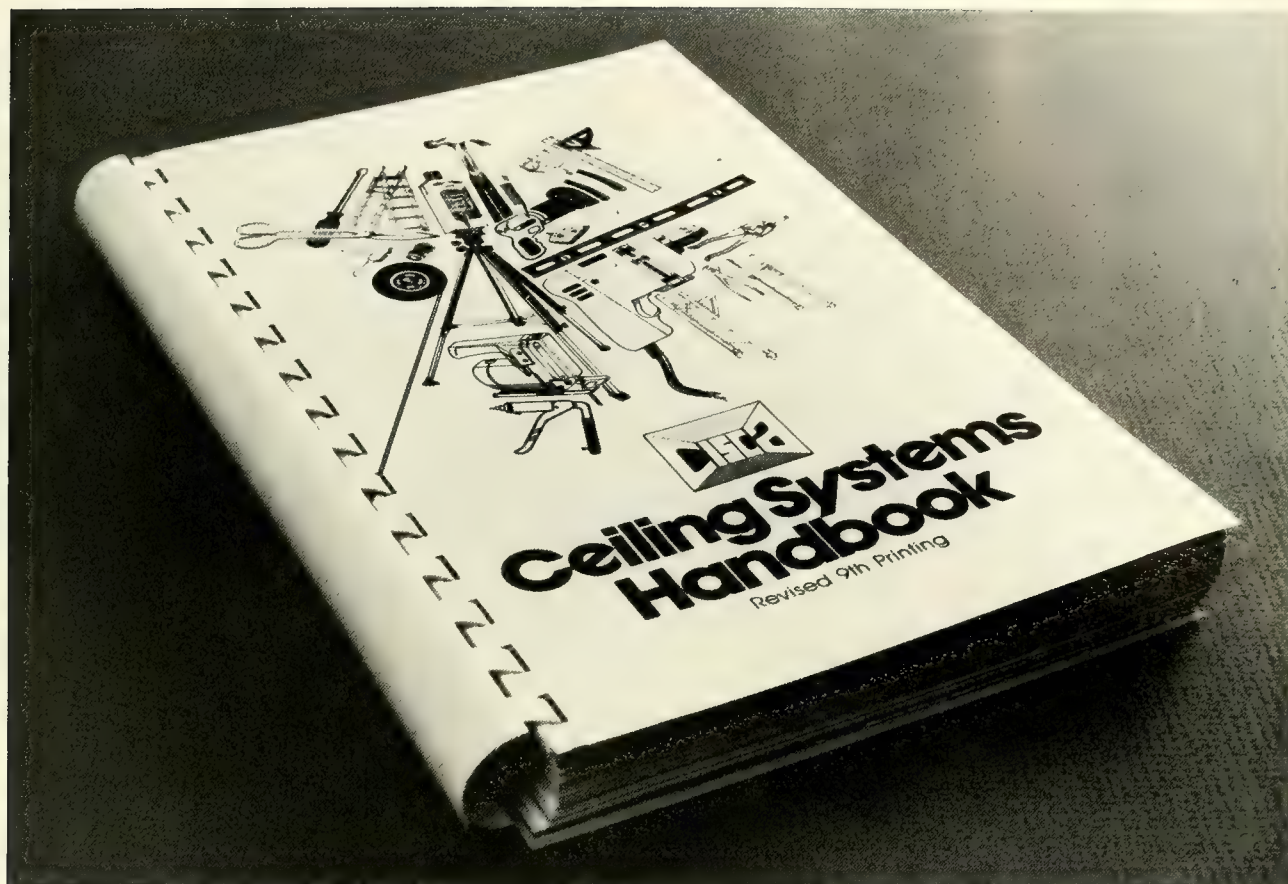


AMBER NICHOLE CRUM was born September 25, 1981, and has been missing since the day after Christmas, 1983. She has blonde hair and blue eyes.



CHERYL LYNN CRAMER, will be 17 on October 22. She has been missing since April, 1983. Her hair is brown, eyes blue.

Editor's Note: Jay Leon Phillips, who was pictured in our July issue, was found with his abductor in Valentine, Neb. Jay was asleep in the back seat of a car and well, and his abductor was taken into custody.



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First 1985 Seminar at Labor Studies Center for Fulltime Officers and Business Representatives

The first of two 1985 leadership training seminars for fulltime UBC officers and business representatives was held the week of July 21 at the George Meany Labor Studies Center in Silver Spring, Md.

An additional seminar was scheduled for the week of August 18, as *Carpenter* goes to press.

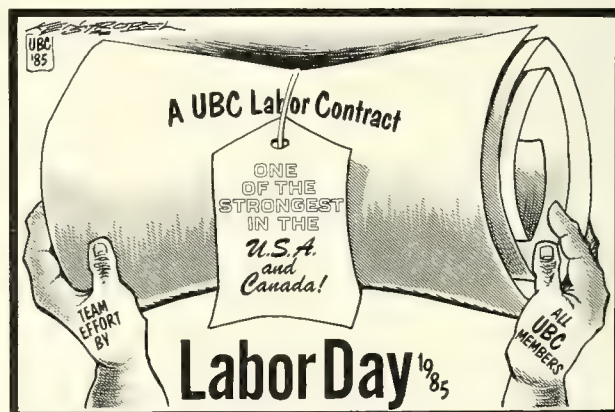
Forty-nine local and council officers attended the first seminar in July, 12 of them from Canadian local unions.

The seminars are designed to acquaint fulltime officers and business representatives with the duties and responsibilities of their offices. They are under the supervision of Second General Vice President Anthony Ochocki, working with Staff Representatives Ed Hahn and Jim Davis.

Participants in the July training seminar and their local unions and councils include:

Bill Adair, B.R., Local 1913, Van Nuys, CA
 Billy Gene Aringdale, B.R., Local 4, Davenport, IA
 William I. Armstrong, R.S. & B.R., Local 27, Weston, ON
 Len Ballantyne, B.R., Local 675, Downsview, ON
 Quintin Begg, Secretary & B.R., Lake Ontario District Council, Port Hope, ON
 Peter Berns, Asst. B.R., Local 2287, New York, NY
 Franklin D. Blasi, F.S. & B.R., Local 201, Wichita, KS
 Robert Bonk, B.R., Western Pennsylvania D.C., Pittsburgh, PA
 Lou Bradley, B.R., Local 1338, Charlottstown, P.E.I.
 Harry Carruthers, B.R., Local 2309, Toronto, ON
 Ray Campbell, B.M., Local 1607, Port Huron, MI
 B. Wesley Carter, Asst. B.R., Local 537, Aiken, SC
 Henry Castillo, B.R., Local 526, Galveston, TX
 Cosimo DeSantis, B.R., Local 675, Downsview, ON
 James E. Dunn, F.S. & B.R., Local 957, Stillwater, MN
 Michael T. Fahey, Sr. F.S. & B.R., Local 611, Portland, OR
 David W. Frambes, B.R., Local 283, Augusta, GA
 Philip Fulgieri, Asst. B.R., Local 296, Brooklyn, NY
 James J. Garnett, Asst. B.R., Local 1, Chicago, IL
 Willis F. Griffin, B.R., Jefferson County District Council, Birmingham, AL
 William J. Gundich, Asst. B.R., Local 1693, Hinsdale, IL
 Larry W. Hall, B.R., Kansas City District Council, Springfield, MO
 Louis Jugloff, B.R., Local 675, Downsview, ON
 James Kelly, B.R., Local 114, East Detroit, MI
 Neil F. Kositzky, Secretary, Cloverland District Council, Marquette, MI

Gerald Larsen, Asst. B.R., Local 58, Chicago, IL
 Rick LeCompte, B.R., Local 2041, Ottawa, ON
 John A. Libby, F.S. & Asst. B.R., Local 10, Chicago, IL
 Donald Mackey, B.R., Local 1438, Youngstown, OH
 Tony J. Magliolo, Asst. B.R., Local 1098, Baton Rouge, LA
 Benjamin Meidinger, F.S. & B.R., Local 606, Virginia, MN
 Lee Miller, B.R., Local 2308, Fullerton, CA
 David A. Mitchell, B.R., Local 875, Fountain, FL
 Andrew Ness, B.R., Local 2250, Red Bank, NJ
 Richard Olson, B.R., Local 400, Omaha, NE
 Miran Olynyk, B.R., Local 343, Winnipeg, MB
 James O'Sullivan, F.S. & B.R., Local 22, San Francisco, CA
 Arlis G. Paslay, Asst. B.R., Local 2046, Martinez, CA
 Thomas W. Person, B.R., Local 208, Des Moines, IA
 Robert Provolt, B.R., Local 33-L, Pittsburgh, PA
 Gary Pruitt, Organizer, Santa Clara Valley District Council, San Jose, CA
 Frank Rimes, Bus. Mgr., Local 27, Weston, ON
 Roger S. Trombley, Asst. B.R., Local 2006, Los Gatos, CA
 Paul D. Wanamaker, B.R., Local 1391, Denver, CO
 Matthew Whelan, B.R., Toronto District Council, Weston, ON
 William Winter, B.R., Local 2264, Pittsburgh, PA
 Barry Wollmer, F.S. & B.R., Local 2965, Weston, ON



The United Brotherhood of Carpenters and Joiners of America is workers helping workers to better their lives.



The Social Security Act of 1935 is signed into law in a White House ceremony by President Franklin D. Roosevelt. This landmark legislation was one of several important measures advocated by organized labor which were enacted during Roosevelt's New Deal. Shown standing behind Roosevelt is Frances Perkins, his Secretary of Labor and the first woman Cabinet member.—PAI Photo Service.

Wagner Act

Continued from Page 5

nesses in the law to defeat unions.

Teamsters' organizing director Vickie Saporta calls union-busting "big business." She has compiled a large book on union-busting consultants and said they show up in about 70% of Teamster organizing campaigns.

Fear is the chief weapon of the union-busters, Saporta said. They raise fears of firings, strikes, and plant shutdowns.

David M. Silberman, associate general counsel of the AFL-CIO, agreed with the conclusion of the House-Management Relations subcommittee—the "labor law has failed." He said the law permits long delays and has inadequate

remedies. In addition, Silberman noted that the Reagan NLRB reversed precedents in 24 major cases. He said the board made it easier for employers to chill organizing activity; easier for employers to avoid bargaining; more difficult for workers to support a strike in another unit; more difficult for unions to pool their strength; and harder for unions to maintain unity during concerted activity.

The labor movement looks to Congress for eventual labor law reform as the only way to win back the protection of the law. One aim of that reform might be to consider the Canadian approach of "instant" elections to neutralize employer propaganda and enable workers to have unions of their own choosing.

Safety Cutbacks Protested at White House



Reagan Administration policies curbing job safety and health and environmental protections were protested during the OSHA/Environmental Network's third annual convention in Washington, D.C. Leading the march in front of the White House were Chemical Workers President Frank D. Martino, Oil, Chemical & Atomic Workers President Joseph M. Misbrenner, Furniture Workers Sec.-Treas. Lowell Daily, AFL-CIO Industrial Union Dept. President Howard D. Samuel, the former Auto Workers President Douglas A. Fraser, Allied Industrial Workers President Dominick D'Ambrosio, and United Rubber Workers President Milan Stone. UBC Safety Director Joe Durst holds the convention banner.—Photograph by Martha Tabor.

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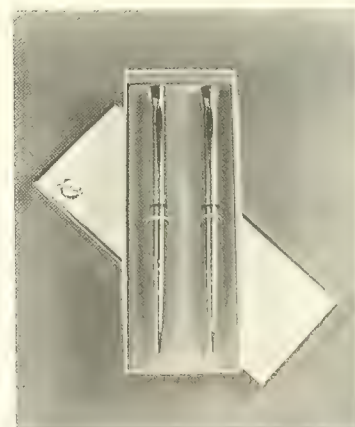
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Writing with CLIC



This handsome chrome pen and pencil has a stainless steel satin finish with a miniature, full-color UBC emblem in the top of each crown. There is a twist action on both pen and pencil for writing ease. It's presented for a \$20.00 contribution to CLIC, the Carpenters Legislative Improvement Committee.



Drinking Water: *Is Yours Safe?*

Why are people going out of their home and spending large amounts for a substance they can have for pennies in their home? In 1981 Americans spent \$588 million for over 600 million gallons of water, reports the *FDA Consumer*. (And that figure covers only domestic bottled water; not imported.)

It seems that an increasing number of Americans are becoming convinced that the water they receive from their public water system is contaminated and unfit for drinking. And a large number of them are right.

For example, about 50% of the people in the U.S. depend on ground water for their drinking water supply, and ground water contamination, particularly as a result of hazardous waste, is a serious national problem, according to a 1984 report by the U.S. General Accounting Office. Of the 15 states GAO visited, 14 had contamination from one or more of the following sources: hazardous waste sites; landfills, dumps, and junkyards; petroleum product spills and

leaks; and industrial sites causing solvent and chemical contamination.

A 1982 GAO report says the number of reported waterborne disease outbreaks has been increasing gradually over the past 30 years resulting in 101,243 recorded illnesses and at least 22 deaths.

Observes Dr. Leslie E. Mack, director of the Water Resources Research Center at the University of Arkansas, "We've all grown up with the concept that we can have all the water that we want of drinkable quality. But we drink less than 1% of what the public water-supply operators produce. Most of it goes for laundry, washing cars, flushing toilets, taking showers, and so forth."

So given some of these statistics, is it any wonder consumers are turning to bottled water? And is bottled water a better choice? That depends upon where the water being bottled is coming from.

There's quite a difference between the product of city reservoirs and water from deep untouched aquifers. The water that comes out of your tap has generally

been recycled from the countless uses of an industrial society. So even if it's filtered, it usually retains traces of chemicals.

"Bottled water processors usually are careful to remove possible hazardous substances, such as lead, arsenic, silver, and cyanide, from their water. However, the chemical purity of water sold in bottles is also of concern to the Food and Drug Administration. Upon its enactment in 1974, the Safe Drinking Water Act required that FDA adopt standards for bottled water compatible with the Environmental Protection Agency's national drinking water standards. This was in the wake of surveys conducted in 1971 and 1972 by FDA and EPA that showed problems with quality control and sanitation among bottled water products."

FDA Consumer

With assistance from the American Bottled Water Association, FDA designed standards of quality and good manufacturing practices for bottled water, defined as "water that is sealed in bottles or other containers and in-



By Kenneth C. Danforth © 1985 National Geographic Society

Five-gallon bottles rattle through the washer just before they are filled with 9,000-year-old water at Diamond Water Co. in Hot Springs, Ark. Don Simmons, vice president of operations, takes a hand in the controlled, sanitary process. Diamond is one of a few U.S. water companies that bottle mineral water on the site of a real spring, as it emerges from the earth. Some firms' labels suggest that their processed city water is spring water.

tended for human consumption" and not including mineral water or soda water. These standards require that bottled water meet certain bacteriological, chemical, and physical standards and they set tolerances for certain substances—arsenic, barium, cadmium, chloride, chromium, copper, cyanide, fluoride, iron, lead, manganese, nitrate, phenols, selenium, silver, sulfate, zinc, and total dissolved solids. The standards also require that bottled water be processed, bottled, shipped, and stored under conditions that will maintain its quality and purity.

There are, however, two categories of water in bottles that are outside the FDA "bottled water" regulations: soda water and mineral water. Soda water has its own set of regulations; there are no federal regulations identifying what is and is not mineral water. FDA does have regulations to ensure the purity and safety of mineral water, but in most states, any bottled water could legally be called mineral water because most water contains some minerals.

And imported mineral waters—such as *Perrier*—must meet FDA's requirements for imported bottled waters: They should be obtained from sources free of pollution, be bottled or otherwise prepared under sanitary conditions, be free from microorganisms of the coliform group, and be of good sanitary quality when judged by bacteriological or chemical analysis.

Anyone on a salt-restricted diet should take note of the fact that even products with "no salt added" labels may contain small amounts of sodium—a fact that must be indicated on the label. The sodium in tap water can vary from as little as 0.5 milligrams per cup in Birmingham, Ala., to as much as 46.9

Water, Water Everywhere

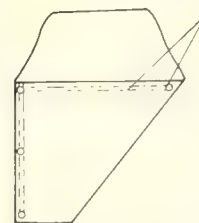
- **Drinking water**—ground water that's demineralized only to have some minerals added to achieve a desired flavor.
- **Mineral water**—obtained from a government-approved and regulated natural spring or underground source; the mineral content of the source water is not modified by the manufacturer.
- **Mineral-free water**—produced by distillation or demineralization so that there is less than 10 parts minerals for each million parts of water.
- **Fluoridated water**—contains controlled levels of fluoride, either from the source water or added by the manufacturer.
- **Natural water**—water obtained from a protected well or spring.

milligrams per cup in Long Beach, Calif.

While many claims have been made about certain bottled water's miraculous healing qualities, no bottled water has been proven effective for therapeutic use and the FDA does not permit unproved medical claims to be made on the label for any product under its regulatory jurisdiction.

In the end, the choice is still yours, bottled or tap, mineral or soda . . . but make the choice an educated one.

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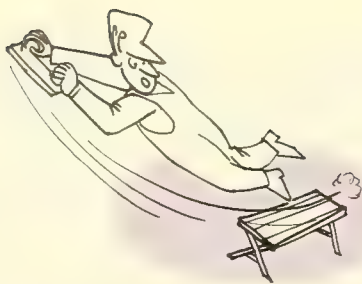
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Seltzer, Soda, and Sparkling Water

FDA defines **soda water** as "a class of beverages made by absorbing carbon dioxide in potable water." In addition to flavored soft drinks, this category includes several types of unflavored water:

- **Seltzer**—generally tap water that is filtered and carbonated with manufactured carbon dioxide.
- **Club soda**—tap water that is filtered and carbonated and to which minerals and mineral salts are added for flavoring.
- **Natural sparkling water**—water that contains enough carbon dioxide to make it naturally bubbly. Usually the carbon dioxide will be drawn off at the spring and reinjected during bottling.

Soda water may contain small amounts of alcohol or caffeine. Federal regulations restrict the amounts to no more than 0.5% alcohol by weight and 0.02% caffeine by weight. Manufacturers are not allowed to add vitamins, minerals and protein for nutritional purposes or artificial sweeteners, but may add any other "safe and suitable optional ingredient." All optional ingredients must be listed on the product label.



HEADS YOU LOSE

Mike: "My wife just doesn't trust me. Once she happened to find a long blonde hair on my coat, and since that time she always accuses me of running around with blondes."

Ike: "That's nothing. My wife has never found a long hair on my coat, but does she trust me? No! She thinks I run around with bald women."

—The Locomotive



SPECIAL DIET

A couple of Scottish ladies were walking along the road, and one was jangling something in her purse. Her friend asked, "Jane, you must have plenty of money in there."

"Oh, no," said Jane, "that's my husband's false teeth . . . There's been too much eating between meals in our house."

BE UNION! BUY LABEL!

LUNCH BRAKE

The local business agent sent Joe and Moe to a job right across the street from where they lived.

After a couple of days, Joe said to Moe, "Let's sneak home for lunch."

Entering his home, Moe found the foreman kissing his wife and quickly left.

The next day, Joe said, "Let's go home for lunch again."

Moe quickly replied, "Oh no! Not me. I just missed getting caught by the foreman yesterday."

—Tony Bock
Local 188
Yonkers, N.Y.

SUPPORT THE L-P BOYCOTT

SEE JACK RUN

A new worker showed his shoes to the boss, displaying the lettering over the toes which said TGIF.

"Oh," said the boss, "very nice shoes. And you printed TGIF on them. Thank God It's Friday!"

"No, no," said the worker. "That's for Toes Go In First."

—Local 1553 Member
Culver City, Calif.

GET WISE! ORGANIZE!

JOB PROMOTION

Sign on a carpenter's truck: "You should see what I saw."

—Frank Geniec
Escondido, Calif.

CARPENTER

LOOK FOR THE UNION LABEL

BOY TO BOY

Billy's mother asked him why he didn't play with the little boy next door. "He's a nice boy," she reminded him, "and I never heard him say naughty words."

"No," Billy admitted, "but you will tomorrow. I just told him some."

STAY IN GOOD STANDING



FASHION CRITIC

"How do you like my new evening gown?" asked the wife.

"Pretty, but confusing," was the reply.

"How do you mean confusing?"

"Well," said the husband, "I can't decide whether you're on the inside trying to get out, or on the outside trying to get in."

THIS MONTH'S LIMERICK

There once was young girl,
named Marie,
Who came out to fish, close to
me.

Then she hooked a whale,
On the side of his tail.
When last seen, they were
heading for sea.

—A Retired Carpenter

PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

WHAT'S IN A NAME?

Kentuckians are proud of their annual horserace, the Derby. It brings national notoriety and visitors from all over the country.

One hotel in Louisville used to name a room in honor of the Derby winner each year. Thus there was a Zev Room, a Gallant Fox Room, and a Whirlaway Room.

But in 1946 the hotel gave up that custom. Why? The horse that won in 1946 was named "Assault."

—Ralph L. Marquard

ATTEND UNION MEETINGS

WRONG PAINT JOB

A young man down on his luck went house-to-house in a wealthy neighborhood looking for work. Finally a sympathetic homeowner said he'd like to have his porch painted. He told the man that the paint and brushes were in the garage. An hour later the young man rang the doorbell to collect his pay. "Thank you, sir," he said. "By the way, you don't have a Porsche—it's a Ferrari."

—Robert H. McGrory
Reader's Digest

LOCAL UNION NEWS

Local 3 Marks 100th Birthday



Members gathered in the local hall to enjoy their lunch and trade stories about the old days.

On May 17, 1885, several pioneer carpenters and joiners proudly accepted the charter for a new UBC local and Local 3, Wheeling, W. Va., was born. After these men joined the Brotherhood, they immediately set to work helping other tradesman obtain charters. Only months later, records show that Local 3 members were helping members in Bellaire, Ohio, become Local 17.

The spirit of these early brothers has been passed down through the years and is present today in the activities of Local 3. The members just celebrated their local's 100th anniversary with General Secretary John S. Rogers as an honored guest. The General Secretary was on hand for a special buffet luncheon and celebration of the local's history. During the event he was presented with a gift of glassware.

Local 3 has absorbed various other locals during its century of existence. Its membership was derived from locals in Ohio as well as West Virginia including: Locals 1680, Wellsburg, W. Va.; 170, Bridgeport, Ohio; 1567 and 3262, M. Ferry, Ohio; 3242, Woodsfield, Ohio; 1830, Moundsville, Ohio; 1322, St. Clairsville, Ohio; and Local 17.



General Secretary Rogers offered his congratulations to Local 3 Business Representative Robert Campbell, center, and President Kearney Hensel, right.

Local 87 Again Offers Its Services

Donating time and skills is becoming "old hat" for Local 87, St. Paul, Minn., carpenters. Last year they constructed a bus shelter for an area senior citizens group. In 1983 they were given a community service award by the Association for Retarded Citizens-St. Paul for their outstanding volunteer efforts in the construction of a wheelchair ramp at the Carol Brown Home for Retarded and Crippled Children.

A few months ago, Business Agent Louis Greengard asked them, once again, to go to bat for the handicapped. An 18-year old area resident who had fallen into a coma needed a ramp built at his family's home. "About 20 carpenters volunteered to build the ramp . . . and three of them had some time off so they did the job," said Greengard.

Shaw Lumber donated the materials, the 3M Corp. provided them with sandpaper so the ramp won't be slippery when wet, and Local 87 members Mike Krizanac, Ron Kammueler, and Gary Lothenbach handled the construction.

Ex-Seabee Recalls World War II Jokes

Many members of the United Brotherhood who served in the U.S. Navy's Seabees (i.e., construction battalions) during World War II are recalling those uncertain days of 40 years ago, as the world commemorates V-E Day and V-J Day.

Clyde Townsend, member of Local 819, West Palm Beach, Fla., says the word among the troops at that time was that "a Seabee was a soldier in a sailor's outfit with Marine training, doing civilian work at WPA wages." (WPA is an acronym for the Works Progress Administration, a federal public works agency during the 1930s depression.)

Townsend recalls that the Marines on Guadalcanal had a saying: "Never hit a Seabee; he could be a Marine's father."



As the season winds down and your softball league begins its playoffs, consider T-shirts with a full-color UBC emblem to boost team spirits. The shirts are available in light blue or white with dark blue trim at the neck and sleeves. Adult sizes: S (34-36), M (38-40), L (42-44), XL (46-48).

\$4.75 each

The UBC cap, twill or mesh, is available at

\$4.25 each

For the fans in the bleachers—T-shirts emblazoned with the UBC emblem proudly proclaim the wearer's relation to a UBC member. Available slogans and sizes:

My Daddy is a Union Carpenter	YS, YM*
My Daddy is a Union Millwright	YS, YM
My Dad is a Union Carpenter	YL
My Dad is a Union Millwright	YL
My Mom is a Union Carpenter	YS, YM, YL
My Granddad is a Union Carpenter	YS, YM, YL
My Grandma is a Union Carpenter	YS, YM, YL
My Husband is a Union Carpenter	S,M,L,XL*
My Husband is a Union Millwright	S,M,L,XL
My Wife is a Union Carpenter	S,M,L,XL

* Youth sizes: YS (6-8),

YM (10-12), YL (14-16)

* Adult sizes: See emblem T-shirt sizes.

\$4.00 each

Send order and remittance—cash, check, or money order—to: General Secretary, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001. All prices include the cost of handling and mailing.



Photographs by Jennifer Inscow



Felling, Trimming Most Hazardous Logging Operations

Half the injuries recorded in a survey of logging accidents occurred during the felling or trimming of timber, reports the Labor Department.

Twenty-three percent of the workers were injured during felling; 15% were hurt during limbing (trimming) operations.

Regarding the cause of injuries, the survey indicated that 24% happened when workers were struck or crushed by wood, usually falling trees, limbs, or branches. Another 24% were caused by slips, trips, and falls. Accidents involving chain saws caused 20% of the injuries.

Logging injuries reported in the survey usually meant lost worktime for the injured workers. Nearly 75% of the injured workers missed one or more workdays as a result of the accident.

Survey results of logging accidents were based on 1,086 questionnaires returned by injured logging workers in 12 states. The survey was part of a series issued in recent years to assist the Occupational Safety and Health Administration (OSHA) in developing safety standards, compliance strategy, and training programs for reducing work-related injuries.

Other results of the logging survey addressed:

TYPE OF INJURY. The most common injuries were cuts, lacerations, and puncture wounds, which collectively accounted for 25% of the total. Sprains and strains composed 24% of all injuries.

AGE. Three-fifths of those injured were younger than 35, and 22% were younger than 25. However, the injured workers tended to be experienced, 84% having one or more years of logging experience.

NATURAL CONDITIONS. Almost two-thirds of the injured workers cited one or more natural conditions that contributed to their accident, most frequently heavy brush, ground cover, and steep terrain.

TIME OF THE ACCIDENT. The greatest proportions of accidents occurred during the third and fourth hours of work (34% and 25% of the injuries, respectively). Though few workers attributed their accidents to fatigue, about a third of the injuries occurred when the employee had been working one to two hours without a rest; another third happened after two to four hours of unbroken work.

PROTECTIVE EQUIPMENT. Nearly all workers were wearing some form of personal protective equipment at the time of the accident.

TRAINING. More than six of 10 injured workers said they had received safety training in logging.

Étalonnage, emondage un grand risque aux Etats Unis dans les opérations d'abotage

La moitié des blessures enregistré dans un'enquête d'accidents parvenu pendant la saison d'établissement de bois est comme suit l'information soumis par le Ministère du Travail des Etats Unis:

23% des travailleurs se sont blessé pendant la saison d'abotage et 15% se sont blessé pendant d'opérations d'émondeage.

A propos du motif des blessures; l'enquête indique que le 24% se sont produit quand le travailleur était frappé ou écrasé par bois, d'habitude un arbre ou ses rameaux qui tombaient.

Un autre 24% se sont produit par accidents comme; crouler, se prosterner ou tomber par terre. Les accidents impliqués avec la scie à chaîne montent au 20% des blessures.

Les accidents d'établissement d'habitude signifient du temps perdu pour le travailleur blessé. A peu près 75% de travailleurs blessés perdent une journée ou plus de travail comme résultat dudit accident.

Le résultat de l'enquête d'accidents se base en 1,086 réponses reçu d'un questionnaire envoyé aux travailleurs dans 12 Etats. Le questionnaire fait partie d'une série émis par le Bureau de Sécurité et Santé (OSHA) afin de développer de mesures de sécurité ainsi que de programmes pour réduire le nombre d'accident relationés au travail.

D'autre résultat de l'enquête:

TYPE DE BLESSURES: La plus commun était: lucération, coupes lesquels forment le 25% du total, le surmanage ou foulures composent le 24% de tous les blessures.

AGE: 3/5 de gens blessés avaient moins de 35 ans et 22% avaient moins de 25 ans. Néanmoins, les travailleurs semblaient avoir tous plus d'un ans d'expérience comme bûcherons

CONDITIONS NATURELS: Presque 2/3 des travailleurs blessés accusent une ou plusieurs conditions naturels qui contribuent avoir d'accident: la brousse au sole et le chemin ardu.

HEURE DES ACCIDENTS: La plupart des accidents se produisent la 3ème ou 4ème heure aussi que le 34% et 25% de blessures. Bien que peu de travailleurs prétent leur accidents à la fatigue au moins un tiers parmi les accidents se produisent lors que le travailleur travail sans repos pendant deux heures au moins.

L'EQUIPE DE PROTECTION: La plupart des travailleurs portent une forme ou autre d'équipe de protection.

DIRECTIVES DE SECURITE OU INSTRUCTIONS: plus de six parmi dix blessés ont déclaré avoir reçu de l'instruction de sécurité comme bûcherons.

APPRENTICESHIP & TRAINING



Gandolfo Ballistreri listens to interpreter Nancy Vancon, above, as Washington, D.C., and Vicinity JATC Director Anthony J. Giaquinta discussed one of the shop rooms. Outside the school, right, Giaquinta further explains activities at the school.



Italian Trade Unionist Visits D.C. Area School

Italian Trade Unionist Gandolfo Ballistreri recently visited the Washington, D.C., area apprenticeship school as part of an educational trip to the U.S. The tour was part of a program arranged by the AFL-CIO Free Trade Union Institute. Ballistreri also toured the UBC International headquarters.

Ballistreri, 24, is a member of the National Directorate of the Construction and Wood Workers Federation of the Union of

Italian Labor (FEDEAL-UIL), one of three national labor unions in Italy. The young trade unionist is attending the Faculty of Law in Messina where he has one more year until graduation. He is the press office chief at the UIL chamber for Messina province, and has contributed several articles to the Italian Socialist party daily newspaper *Avanti* about the necessity of reshaping UIL according to new models of unionism.

Harrisburg Grads



The Carpenters Joint Apprenticeship Committee, Area #4 of Keystone District Council, Harrisburg, Pa., recently held its annual apprentice completion banquet at the Hotel Hershey. Richard W. Martz, secretary-treasurer of the Joint Apprenticeship Committee, and James Reed of Kostecky Architects, a member of the Joint Apprenticeship Committee presented journeyman certificates to back row, from left, Darryl Hodge, Lorraine Gangemi, Ronald Moyer Jr., Dennis Engle, and Timothy Dunleavy. Seated, from left, are Francis Mulligan, Bureau of Apprenticeship and Training; Dale Gemmill, Keystone Building Contractors Association; Richard W. Martz Sr., secretary-treasurer, Joint Apprenticeship Committee; and Ed D. Luzik, co-ordinator, Joint Apprenticeship Committee. Not pictured: Kevin Kauffman, graduating apprentice.



Nassau Grads

Nassau County, N.Y., 1985 graduates, in the left photograph, above, are, seated, from left, Borris Allen, Raymond Di Giacomo, Peter Vlasak, Craig Dooley, John Walsh, Thomas Dowsett, and Richard McMahon. Standing, from left, are Richard Beecher, Thomas McDonough, Robert Johnson, Edward Bassett, Michael Decker, Instructor/Coordinator Howard,



Damien Di Paolao, William Hardwick Jr., Peter Schiro, and James Allen Jarmond.

Graduate Richard Beecher's four boys, right photograph, are welcomed as "future apprentices" by Secretary-Treasurer John A. Cocker, assisted by JAC secretary Terrie Nastasi, back left, and Coordinator Howard. Presentation of "My Dad is a Union Carpenter" T-shirts were made to the boys Keith, 4, Michael, 9, Douglas, 9, and Steven, 6.

10 Carpenters, 7 Cabinetmakers



Carpenter graduates, Rhode Island District Council, are pictured above, seated, from left: Doreen Maricano, Mary Quinn, and Joyce Mesyna. Back row, from left: Business Manager Herbert Holmes, J.A.T.C. Chairman Robert E. Hayes, First Place Contest Winner Richard Williams, Robert Bernier, Kevin Rinn, Robert Spicuzza, James Graham, Sherman Vogelaar, Roland Anderson, Business Rep. Fred Pare, and Business Rep. William Forward.



Cabinet Maker graduates, Rhode Island District Council, are pictured above, seated, from left: John Berube, Thomas Randall, and Michael Conde. Back row, from left: Business Manager Holmes, J.A.T.C. Chairman Hayes, Instructor David Casey, Francis Galligan, Steven Laughlin, John Ferrante, First Place Contest Winner Ronald Monticalvo, and Business Reps Pare and Forward.

Tulsa Graduates 14 Apprentices



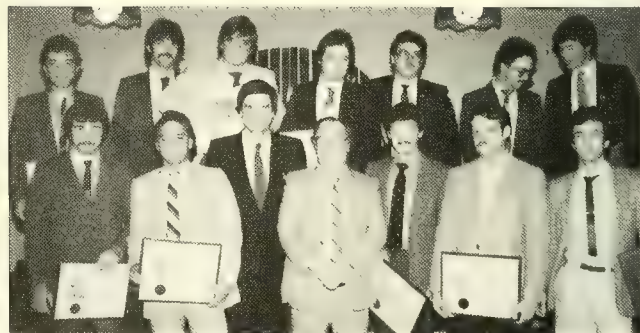
The Tulsa, Okla., Joint Apprenticeship and Training Committee recently held its annual graduation and awards banquet. Fourteen carpenters, three cabinetmakers, and four millwrights were advanced to journeyman status. Kneeling, from left, are Mark Campbell, James Culver, Mary Goodwin, Tim Fletcher, and Charles Hughes. Standing, from left, are Curtis Brazeal, Curtis Cato, Kevin Mahoney, Curtis Richardson, David Vance, Tim Rigsby, Hoyle Blakely, Tommy Lisle, and Rick Frost.

Ontario Contestants, Judges



Apprentices and judges participating in the Ontario Apprenticeship Contest assembled above, from left: Jim Murphy, judge, general contractors section; Bill Thompson, Local 1450, Peterborough; Roy Donaldson, Local 572, Brighton; Bob Wishart, Local 27, Toronto; Ray Kirkness, Local 27, Toronto; Charlie Tait, judge, George Brown College; Eric Rossi, Local 1669, Thunder Bay; Paul Vodak, Local 27, Toronto; Jim Ritchie, Local 27, Toronto; David Daley, Local 1071, Port Hope; Paul Ulinacki, Local 397, Oshwa; Louis Whitley, judge, Local 27, Toronto. The first place winner was Eric Rossi; in second place was Paul Vodak; and Jim Ritchie took third place.

Recent Graduates, Toronto



New journeymen of Local 27, Toronto, Ont., receive certificates at a recent apprentice banquet, front row, from left: Don Doucette, Ron Nord, General Contractors Director of Labour Relations Brian Foote, International Rep. Ted Ryan, Jerry Fulton, Wayne Chaisson, and John Bennett. Back row, from left: Domenic Vono, Stephen Jones, Ray Kirkness, Paul McKenzie, Tony Colosanto, Gary Hancox, and Harry Vaisanen.

Lehigh Valley Graduates 12



The Lehigh Valley, Pa., JATC and Local 600, Bethlehem, Pa., congratulated 12 new carpenters, including their first woman graduate, recently. Pictured above, front row, from left, are Lisa Kocher, Gerard Townsend, Scott Eby, David Booz, and Joseph Ruggeri. Back row, from left, Coordinator James Fischer, John Walck, Walt Rodgers, Steve Gable, Jeff Gross, and Joe Nazario. Not pictured were Philip Roeder and Rodney Kent.

Millwright Job

(Continued from Page 15)

repairs and reassembly.

Norris Brothers Co., Inc., of Cleveland was given the job, and members of UBC Millwrights Local 1871, Cleveland, Ohio, were called in to perform the work.

Time was a factor. The job had to be completed in January. The work began on November 22, 1983, with an eight-man, single-shift gang assigned to open the compressor. Forty days later, including 13 afternoon shift days, the job was completed on schedule.

The work was performed so skillfully that it was declared the Millwright Job of the Year for 1984 at the recent convention of the Specialized Carriers and Rigging Association in Colorado.

Mark Dodds, Norris Brothers superintendent on the job, showed convention delegates, in a series of 35mm slides, the step-by-step procedures used by the millwrights to complete the project. (Three of the illustrations accompany this story.)

Procedures for blending out the damage to the compressor were developed during the course of the work, using small, high-speed, air-driven rotary files and hand stones. The millwrights had to polish out all damage to the blades.

During the final cleaning of the rotor and stator, one of the UBC members noticed a crack on a stator blade mounting assembly weldment on the exterior of the stator. A quick check showed several others were cracked. A meeting was held between NASA and Norris, and it was decided that all stator blade mounting assemblies should be checked and repaired.

A special method was devised to check the blades for cracks, using 500 amp, portable Magnaflux testing machines. It was found that Magnaglo, a patented process, was the best testing procedure, because Magnaflux, a dry powder, has a high potential for arcing on the alloy steel blades and creating undesirable hard spots, which would have to be removed.

To make the Magnaglo process function with the testing machines, a 2-0 welding lead was wrapped into a three-turn coil. Fluorescent-coated iron powder was suspended in Varsol and sprayed onto each blade as it was magnetized. A six-mil black plastic tent was draped over the work area, and each blade was then examined with a high-intensity black light. Any cracks in the sprayed blades would

cause a disruption in the magnetic field induced by the coil, and the iron filings would orient themselves around the disruption. The fluorescent coating on the filings revealed any cracks when the blade was viewed under the black light.

A metallurgist was called in by Norris Brothers to apply this detecting procedure. Four Magnaflux machines were rented, and each shift crew was taught to read the black-light indications. Both shifts were instructed to call to the attention of their supervisor any indications of cracks that appeared after attempts were made to lightly sand them out. Eventually, all 1,396 blades were Magnaglo tested. No cracks were found.

There was no time lost due to accidents during the entire project. One millwright received an abrasion on his lower back when he dropped his rubber gloves onto the stator from the scaffolding while cleaning. He was hurt while retrieving his gloves, but no time was lost.

As a result of the superior union workmanship, there were "spin-off" jobs for Norris Brothers at the Lewis Research Center, and UBC members did the work.

Norris Brothers was founded in 1867 as a heavy hauling and rigging contractor to the industrial and construction industry. A union operation, its field force consists of Millwrights, Ironworkers, Boilermakers, Pipefitters, Riggers, Operating Engineers, Plumbers, Carpenters, and Laborers, according to Bernard Weir Jr., president of the firm.

Better Business Complaints Record

The Better Business Bureaus has a fairly good record in helping to settle consumer complaints. The following chart lists the most complained-about businesses, ranked one through 12, and their settlement rate in percentages:

Business	Complaints	Settle Rate
Mail order	85,677	72.7
Auto Dealers	26,212	85.6
Home Furnishings	10,457	68.0
Magazines	10,180	75.1
Home Maintenance	10,109	56.2
Auto Repair Shops	9,130	64.7
Department Stores	8,262	87.0
Misc. Auto. Svc.	7,562	70.9
Insurance	6,469	80.4
Dry Cleaners	6,442	71.5
TV Repair	6,251	69.8
Home Remodeling	6,055	62.0

"With enough trees, we'll all breathe a little easier."

"Trees, like other green plants, help purify the air we all breathe, by replacing carbon dioxide with oxygen.

"And with all the smoke, the exhaust, and the fumes in the air today, we need all the help we can get.

"The point is—we need our forests like never before. And we need to manage them wisely.

"Our job is growing. Help us all breathe a little easier. Write for information on what you can do."

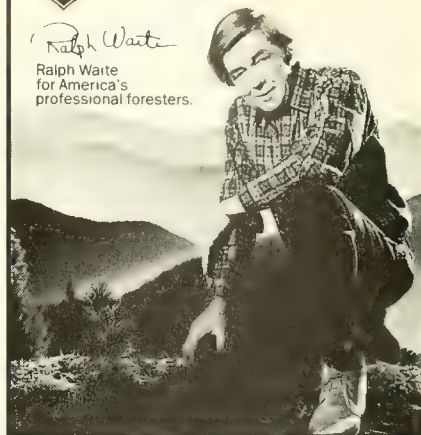


Society of American Foresters

5400 Grosvenor Lane, Bethesda, MD 20814

Ralph Waite

Ralph Waite
for America's
professional foresters.



Mama's Watching



"Listen to Mama," says the Food and Commercial Workers and television's Vicki Lawrence. Mama and the UFCW joined forces to support the union's picket lines and boycotts of grocery chains, Armour hot dogs, and Marval turkey products. Mama's first target—the foreign-owned Food Lion chain in Augusta, Ga.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

UBC RETIREE CLUBS

1. James West, President
1038 Melody Lane
Roseville, California 95661
2. Daniel Reynolds, President
4719 Parallel
Kansas City, Kansas 66104
3. Melvin Jacobs, President
804 West Myrtle
Visalia, California 93277
4. Marvin D. Hargrove, President
6274 Mount Ranier Avenue
Las Vegas, Nevada 89115
5. Leo Passmore, President
1219 East Oakland
Bloomington, Illinois 61701
6. Claude Agasse, President
1109 Vista Way
Oceanside, California 92054
7. William Wolf, President
537 Bromhall Road
Rahway, New Jersey 07065
8. Albert R. Gasink, President
1734 W. Dakota
Fresno, California 93705
9. Fred McQuain, President
995 Hancock Avenue
Akron, Ohio 44314
10. Omar Lowery, President
808 West Broward Boulevard
Fort Lauderdale, Florida 33312
11. Bernard W. Rowe, President
R.R. #1, Box 70
Moline, Illinois 61265
12. Leroy C. King, President
832 Colgate
Lancaster, Texas 75146
13. Virgil Fransen, President
6323 Trustin Road
Salinas, California 93907
14. Grady Pinner, President
5025 Elisabeth Lake Road
Pontiac, Michigan 48054
15. Harold Uren, President
Highwater Road 256
Saddy Daisy, Tennessee 37379
16. Patrick Armen, President
2825 Frink Street
Scranton, Pennsylvania 18054
17. R. E. Hashberger, President
13225 Machias Road
Snohomish, Washington 98290
18. Disbanded
19. Carmen DiDonato, President
638 Carpenter Street
Philadelphia, Pennsylvania 19147
20. Robert Burns, President
3056 Lynrose Drive
Anaheim, California 92802
21. C. Ray Collier, President
19 Montague Court
St. Louis, Missouri 63123
22. Nils H. Wiklund, President
634 Duquesne Boulevard
Brick, New Jersey 08723
23. Aubrey Van Horn, President
23258 West State Route 579
Curtice, Ohio 43412
24. Clarence L. Mallory, President
811 Palm Street
San Luis Obispo, California 93401
25. William Woltz, President
813 Yale Street
Cumberland, Maryland 21502
26. Lionel H. Rowley, President
1223 6th Avenue
Des Moines, Iowa 50314
27. Sam Spitale, President
6921 Walnut
Hammond, Indiana 46324
28. Peter J. D'Achile, President
207 Glenwood Road
King of Prussia, Pennsylvania 19406
29. A. John Ruyicka, President
261 Iris Way
Palo Alto, California 94303
30. Samuel M. Weldon, President
Post Office Box 363
Lithonia Springs, Georgia 30057
31. Harrison D. Seeley, President
4860 South 94th Street
Greenfield, Wisconsin 53228
32. John R. Talbot, President
203-D Cedarcrest Apartments
Lower Burrell, Pennsylvania 15068
33. Cloyd Bennett, President
4419 Eaton Drive
Rockford, Illinois 61111
34. Gyle W. Hodson, President
Rt. 2, Box 325-63
Cornelius, Oregon 97113
35. Lawrence Dewes, President
8128 Merrillville Road
Merrillville, Indiana 46410
36. Michael P. Homer, President
Box 151, R.D. #2
Frankfort, New York 13340
37. George Carlan, President
2526 South 114 Street
Omaha, Nebraska 68144
38. John C. Gundry, President
100 Wickatunk Village
Morganville, New Jersey 07751
39. James H. Seigler, President
96 Gary Drive
St. Peters, Missouri 63376
40. Robert Sweeten, President
195 East 25th Street
Chicago Heights, Illinois 60411
41. B. R. Upton, President
956 West Ridge Drive
Jackson, Mississippi 39209
42. Charles M. Miller, President
729 Grand Court
Topeka, Kansas 66606
43. Theodore Boyce, President
1803 Spring Garden Street
Philadelphia, Pennsylvania 19130
44. Gerald Anderson, President
305 Belmont Road
Grand Forks, North Dakota 58201
45. Harold Mahl, President
332 Grayson Road
LaPorte, Indiana 46350
46. Samuel Durso, President
926 South Harrison Street
Park Ridge, Illinois 60068
47. Frederick F. Coluzzi, President
7737 Richards Street
Philadelphia, Pennsylvania 19152
48. Frank L. Cox, President
9 Benson Drive
Glenolden, Pennsylvania 19036
49. Anthony C. Pietrovito, President
8 North Lyon Street
Batavia, New York 14020

Home for Seniors At Stony Point, New York

Stony Point, N.Y., is the only town in Rockland county without a senior citizen's housing complex, but that's about to change. Thanks to the efforts of Local 964, Rockland County and Vicinity, the construction of a four-building, 74-unit complex is underway and is due for completion in February, 1986.

The local has been instrumental in using its resources as a labor organization in the ongoing effort to make the facility a reality. In September of 1983 the U.S. Department of Housing and Urban Development (HUD) approved a loan for the Housing Development Fund Co. of Local 964. Since the construction estimates are now two years old and costs have risen, every available dollar is needed to see that the project is completed, and area politicians are helping the cause. At a recent town board meeting, a unanimous vote refunded the local's \$9,000

building permit fee to be used for the construction of a bus shelter or some other improvement to the original plans.

According to William Sopko, business agent of Local 964, a \$500,000 payment from HUD, part of a larger loan, was to be used to buy the six-acre site from the Helmer-Cronin Construction Co. and to pay companies involved in the project. "Up until now, everyone who has worked on this has been doing so for free," Sopko said in early June.

The Stony Point project was the only one approved by HUD for an area which includes Rockland, Orange, Westchester, Putnam, Dutchess, Ulster, and Sullivan counties in New York. It is to be built under a program called Section 202 with a 41-year mortgage at an interest rate of 9.25%.

Service To The Brotherhood



Napoleon, Ohio—Picture No. 1



Napoleon, Ohio—Picture No. 2



Napoleon, Ohio—Picture No. 3



Napoleon, Ohio—Picture No. 4



Napoleon, Ohio
Picture No. 6



Napoleon, Ohio—Picture No. 5



Napoleon, Ohio—Picture No. 7

NAPOLEON, OHIO

At a special call meeting, Local 1581 recently honored members with 20 to 50 years of service to the UBC.

Picture No. 1 shows 50-year members, from left: Maumee Valley District Council Executive Secretary Harold Hauter, Local 1581 Business Representative William Booth, 50-year member George Walker, Local 1581 Vice President Norm Guthrie, and Local 1581 President Gary Frederick.

Picture No. 2 shows 45-year members, from left: Ray Moser, Wayne Gunsenhouser, George Rayle, and Business Rep. Booth.

Picture No. 3 shows 40-year members, from left: Executive Secretary Hauter, 40-year members Charles Vogelsong and Dave Dible, and Business Rep. Booth.

Picture No. 4 shows 35-year members, front row, from left: 35-year members Orville Frederick, Ed Rethmel, Robert Thomas, Clarence Dean, and George Lehnert. Back row, from left, Executive Secretary Hauter, Ray Highsmith, Larry McCullough, Gale Aerni, Ray

Zaker Sr., John Beach, Delton Baker, and Richard Henning.

Picture No. 5 shows 30-year members, from left: District Council Secretary Hauter; and 30-year members Norm Guthrie, Harold Sprow, Davon Heller, Cloyce Baker, William Ebersole, and Fred Dachenhaus.

Picture No. 6 shows 25-year member Frank Crusa.

Picture No. 7 shows 20-year members, from left: Executive Secretary Hauter; and 20-year members Charles McKarns, Charles Bowen, Ray Meyer, and Norm Lieb, and President Frederick.

BLOOMINGBURG, N.Y.

Joseph Olympia Sr., Local 255, recently received his 50-year pin. He was initiated into the Brotherhood May 20, 1935, to Local 301, Newburgh, N.Y.

Pictured is Olympia, left, receiving his pin from Local 255 President Clarence Terpening.



Bloomington, N.Y.



Anaheim, Calif.—Picture No. 1



Anaheim, Calif.—Picture No. 3

ANAHEIM, CALIF.

Local 2203 recently held its annual awards meeting to honor members with 25 to 55 years of involvement in the Brotherhood. Ninety carpenters were presented with pins for their service.

Picture No. 1 shows 55-year member Erwin W. Kind in the front row, with General Executive Board Member M.B. Bryant, 40-year members Al Tietjens, and Oscar Sevier, 45-year member A.S. Teters, 40-year member Jesse Gilbert, and General President Emeritus William Sidell.

Picture No. 2 shows 35-year members, front row, from left: Stanley Neiman, Everado Zambrano, and Elden Gill.

Back row, from left: Bryant, William Harter, Henry Swanson, Robert Fisher, Jess Saenz, Arnold Brion, Mike Perez, Lee Smittle, and General President Emeritus Sidell.

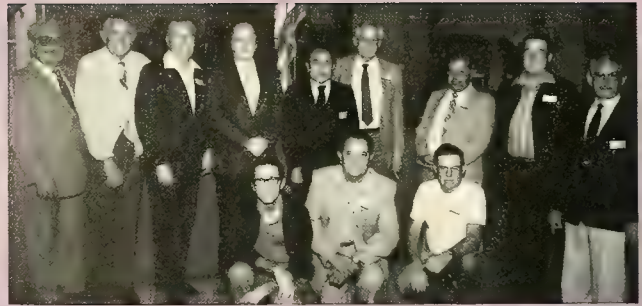
Picture No. 3 shows 30-year members, front row, from left: Raymond Evans, Victor Barbu, John Didion, and Gerald Sepulveda.

Back row, from left: Will Thompson, Thomas Hinegardner, Bryant, Ed Weichel, Billy Henson, John Tietz, James Stambaugh, Clarence Carlson, Calvin Bowman, and Sidell.

Picture No. 4 shows 25-year members, front row, from left: Willis Lathrop, James Miller, and Gary Swanson.

Back row, from left: Bryant, Eugene Bragdon, Otis Gayler, Alert Vonk, John Kunz, Ernest Porter, Al Koebrich, and Sidell.

Also honored for their years of service, but not pictured were: **40-year members** Bill G. Dickerson, Fred Hauff, Clarence McKeel, and Vincent Renteria; **35-year members** Glenn Alfson, Edward Balogh, Earl Croeni, Claude Crosby, John Fugatt, Estel Harris, Elmar Karp, Arthur Klein, Paul Oltrogge, Eyvin Peterson, A.D. Reid, Douglas True, William Wallace, and James Fleming; **30-year members** Ora Beach, Jeremiah Curran, Gerald Dodge, John Etter, Gene Felling, Jess Goodson, Joseph Hagye, Spencer Hanief, Allan Hylen, Avon Kerwitz, L.J. Kuykendall, Thomas McCarter, Andrew Newvine, M.R. Pietrok, Fred Secker, Paul Shrum, Edward G. Steenbergen, James Walking, and Raymond Wesseln; **25-year members** Pierre Aphesssetche, Theodore Beltran Jr., Edward Candelaria, John Deckard, Edward Dubowski, Almon L. Griswold Sr., Joseph D.



Anaheim, Calif.—Picture No. 2



Anaheim, Calif.—Picture No. 4

Harris, Tony Hernandez, Burt Huff, William Huzyk, Vincenzo Lia, Gerald L. Pendray, James Renshaw, William Savage, Kenneth Toby, and Henrich Virro.



Dallas, Tex.

DALLAS, TEX.

N. J. Hardeman, a 38-year member of Local 198, recently retired, ending 12 years as financial secretary of the local. Hardeman has also served as a business representative, and a delegate to the UBC International Convention and many organizations that Local 198 is affiliated with. Hardeman says he has every intention of remaining active in the local and becoming active in the Retirees Club.

Pictured, right, Hardemann receives a commemorative plaque from Local 198 President James A. Watts.



New Rochelle, N.Y.

NEW ROCHELLE, N.Y.

At the Local 350 annual dinner dance, 35–39 and 40–44 year members were honored.

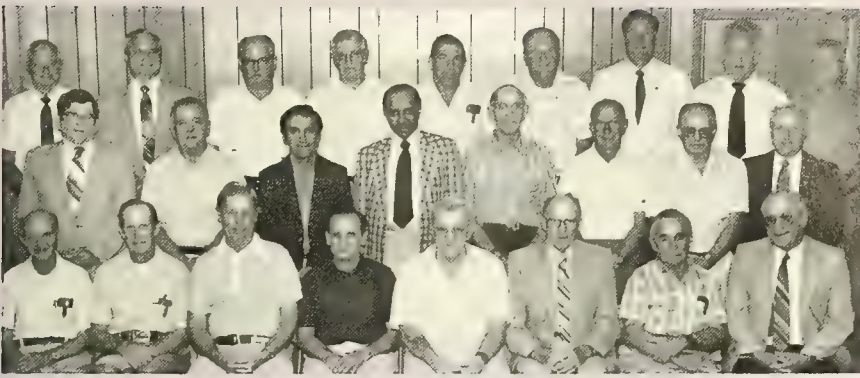
Pictured are 35–39 year members, front row, from left: Business Rep. Victor Cristiano, Joseph Brandi, Fred Marchione, Dominick Marino, Omar Hazley, and Vito Doria.

Back row, from left: John DeRosa, John Gallucci, Arvid Bjorkman, George Talk, and Jerry Dewire.

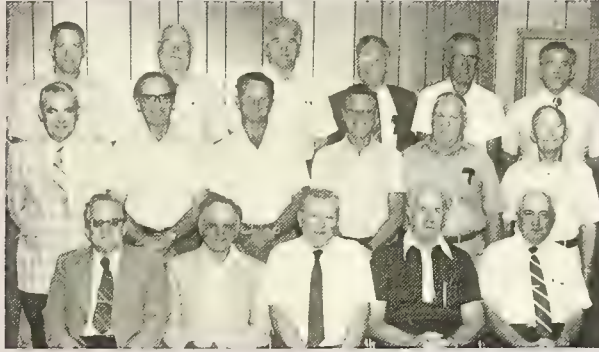
Not pictured: Peter Acocella, James Aracri,

Louis Bernabie, Anthony Blasie, Past Business Rep. Frank Calandrino, Arthur Crawford, Joseph DeAilleaume, Rudy D'Ambrosio, Edward Demery, Alfred Filippelli, Anthony Frustraglio, John Gibson, William Hernon, Kenneth Pringle, John Rocco, Enzo Soppella, John Spallone, Charles Twaite, Atte Walppu, and John White.

Honored for 40–44 years of service were Joseph Andre, Bengt Bendtson, Daniel Brindisi, John Cambell, Carmine DeClemente, Bonaventura DeLeo, Ernest DellaGreca, John DiNapoli, Harry Kapp, John Pellicci, William Scharl, and Anthony Spinelli.



Harrisburg, Pa.
Picture No. 1



Harrisburg, Pa.
Picture No. 2

HARRISBURG, PA.

Carpenters Local 287 recently presented three 35-year pins and 90 30-year pins to members for loyal service. The presentations were made by Robert H. Getz, secretary-treasurer of the Keystone District Council.

Picture No. 1 shows pin recipients, front row, from left: 35-year member William Sandago, 30-year members William Stone, Warren H. Bowman, William Gerber, John Murr Sr., Victor Frey, David Powell, and Daniel Blascovich.

Middle Row, from left: 30-year members Harry Stickler, Richard Keller, George Berrier, Henry Lewis, James R. Smith, Paul Staver, Harold Black, and Diego Vales.

Back row, from left: 30-year members Paul Black, Richard W. Martz Sr., Lloyd Sholly, David Sholly, David White, Paul Lehmer, Paul Geib, Paul Klinger, and Keith Kennedy.

Picture No. 2 shows pin recipients, front row, from left: 30-year members Robert T. Evans, Robert Hanula, Edward Volkar, Benjamin Painter Sr., and Ray Black.

Middle row, from left: 30-year members Ernest Walker Jr., James Troutman, Lewis Mitten, William Cressler Sr., Harold Harshbarger, and Dana Reese.

Back row, from left: 30-year members Neal Cleland, Marlin Esterline, Harry Johnson, Donald Austin, 35-year member Leon Noll, and 30-year member John Luzik.

Also honored, but not pictured were: 35-year member Harry R. Baker; and 30-year members Merlin Bardell, Jack Beitzel, Donald Beward Jr., Ernest Bolig, Lee Bowamn, Donald R. Brown, Elwood Deaven, Herley Dorman, Oscar Duke, John H. Enders Jr., Oscar M. Eppley, Walter Fluke, William Frutchey, Reynolds Glunt, Blain Graybill, Oscar Graybill, Robert Gutshall, Howard Harbold, George Harnish, Marlin Hershey, Ida Horning, Norman Horning, Albert Kelly, Ralph Klinepeter, Galen Lahr, Paul Lewis, Jerry Lightfoot, Eugene Lindsey, Albert McCoy, Lamar Minnich, Clyde Myers, Walter Nenninger, Charles Reinoehl, Peter Rishar Jr., Ralph Ross, Karl Schmidt, Harry E. Shuller, Robert Sierer, Harold Slothower, William Stalb, Charles Steele, Clinton Stull, Roscoe Taylor, Howard Trautman, Robert O. Winter, John E. Winters, George H. Wise, Richard Witman, Paul D. Witmer Jr., and William Woods.



Reno Nev.
Picture No. 1



Reno, Nev.
Picture No. 2



Reno, Nev.
Picture No. 3

RENO, NEV.

A banquet and pin presentation was recently held by members of Local 971 to honor those members with 20 years or more of service. The celebration took place at the Comstock Hotel in Reno, Nev.

Picture No. 1 shows 50-year member Lawrence Wright.

Picture No. 2 shows 45-year member Jack Webb.

Picture No. 3 shows 40-year member James T. Taylor.

Picture No. 4 shows 35-year members, from left: Louie Sabini, Ken Morrison, Paul Rossiger, Louis Atwell, and Ben Pachnik.

Picture No. 5 shows 30-year members, from left: Jay Baker, Lyle Dill, Dean Stolz, John Koch, and Frank Johnson.

Picture No. 6 shows 25-year members, from left: Elmo Moriano, Lyle Jensen, Earl Clyne, Richard Boyd, Charlie Fry, and Howard Lyke.

Picture No. 7 shows 20-year members, front row, from left: Jim Echard, Harry Loranger, Peter Kaiser, and Chester Goodell.

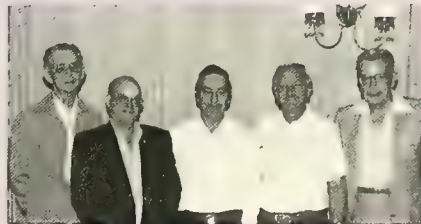
Back row, from left: Al Raiche, Bill Rials, Floyd Cooper, Ed Wilcox, and Grover Thomas.

Picture No. 8 shows 20-year member Earl Rytting.

Picture No. 9 shows 20-year member Joe Sanderson.



Reno, Nev.—Picture No. 4



Reno, Nev.—Picture No. 5



Reno, Nev.—Picture No. 6



Reno, Nev.—Picture No. 7



Reno, Nev.
Picture No. 8



Reno, Nev.
Picture No. 9



Monterey, Calif.

MONTEREY, CALIF.

The pin presentation ceremony of Local 1323 had an extra-special element recently; two of our general officers, General President Patrick Campbell and General Treasurer Wayne Pierce, joined Board Member Bud Bryant, General Representative Paul Richards, and local members in congratulating those honored with 25-65-year service pins.

Pictured, front row, from left: William Avila, Bill Krebs, General Representative Richards, General Treasurer Pierce, General President Campbell, George Wilson, Board Member Bryant, and 50-year member Leo Thiltgen.

Second row, from left: Harry Bowers, Ronald Poe, Emmanuel Murray, 50-year member L.E. Todd, 65-year member Ed Brooks, 60-year members Ed Vinneau, Ed Zolla, and 50-year member Paul Raymond.

Third row, from left: Art Petro, James Davis, Ralph Kapphahn, Horace Clements, Joe Lucido, Ernest Lind, Neal Magnuson, Floyd Davenport, Eugene Harney, John Ventura, and Sal Costanza.

Back row, from left: Marion Perigen and Business Agent Wm. Gary Martin.



Miami, Fla.

MIAMI, FLA.

Longstanding members of Local 993 were recently awarded service pins.

Pictured are, front row, from left: 35-year members Jimmy Dumas and John Zarelli.

Middle row, from left: 40-year member Bill Velazquez, 35-year member Harry Dahlberg, Board Member Harold Lewis, 35-year members Gerald Hipes and Richard Boyle, 30-year member Andy Hopper, and 35-year member John J. Rowe.

Back row, from left: 35-year member Leo M. Ryan Jr.; Ken Berghuis, district council business manager; 60-year member John Fischer; 35-year members Jack Sale and George Aylor, and 40-year member James Roe.



Chicago, Ill.

CHICAGO, ILL.

Twenty-five-year members of Local 13 were recently feted at a Local party. Some of the following are pictured above: Ronald L. Bolz, John C. Browne, Anthony Burdi, Patrick J. Carr, Louis N. De Luca, Patrick J. Dowling, Michael Flynn, Irvin J. Goldner, Abdon Gomez, James Hester, John Hoban, Edward M. Jantos, George J. Kleutsh, Frank Maracic, George Masella, T. J. Mc Auliffe, Edward G. Michalson, George Moline, Robert P. Nelson, Anthony J. Noonan, Daniel O'Donnell, Cecil Ojeda, William O'Mahoney, Peter P. Papason, Kenneth L. Shoberg, and James J. Stack.

STATE COLLEGE, PA.

Local 1333 recently paid tribute to members with many years of service.

Picture No. 1 shows 45-year member Robert Miller.

Picture No. 2 shows 30-year members, front row, from left: Kermit Miller; Clair Moore; Matthew Adams, vice president; Leo Muchinsky; and Sherman Waever, trustee.

Back row, from left: Charles Spotts, financial secretary; Roy Beyer; and Metro Lege, conductor.

Picture No. 3 shows 25-year members, from left: Jerry Kling, President James Heimbaugh, and Business Rep. Don Gussler.

State College, Pa.
Picture No. 1



State College, Pa.—Picture No. 2



State College, Pa.
Picture No. 3

Singing for Union

Continued from Page 9

*Yet what force on earth is weaker
Than the feeble strength of one.
But the union makes us strong.*

Chorus

*Solidarity forever,
Solidarity forever,
Solidarity forever,
FOR THE UNION
MAKES US STRONG.*

*They have taken untold millions
Which they've never toiled to earn.
But without our brain and muscle,
Not a single wheel can turn.
We can break their haughty power,
Earn our freedom when we learn
That the union makes us strong.*

Chorus

*In our hands is placed a power
Greater than the hoarded gold,
Greater than the might of armies
Magnified a thousand-fold.
We can bring to birth a new world
From the ashes of the old,
For the union makes us strong!*

Chorus

In the words of labor musicians, protest songs are: "for use, not complex"; "for educational value"; "to speak history." But most importantly, people remember songs.

CFA Honors Consumer Service

The Consumer Federation of America recently presented its 15th annual Distinguished Consumer Service Awards to five people who have made outstanding contributions to the American consumer.

Receiving the Philip Hart Public Service Award were Rep. James J. Florio (D-N.J.) and Federal Trade Commission member Patricia P. Bailey. Florio was cited for leading efforts to establish and strengthen the "Superfund" to clean up hazardous waste sites and for his oil company merger and Conrail sale legislation. Bailey was cited for her strong fights for a used car rule, truth in advertising, and credit rights of women and the elderly.

Senator Ernest F. Hollings (D-S.C.) received CFA's Distinguished Public Service Award for his leadership in blocking anti-consumer liability statutes.

Consumer reporter Ellen Kingsley of WDVM-TV in Washington, D.C., received the Outstanding Media Service Award. Receiving the Philip Hart Distinguished Consumer Service Award was Alex Radin, executive director of the American Public Power Association.

L-P Boycott

Continued from Page 13

L-P boycott actions and focused initial boycott action against retail distributors with numerous outlets in the state. In targeting retail chain stores, the strategy was to concentrate consumer boycott manpower on the large volume distributors of L-P products.

The initial "Don't Patronize" handbilling began at Lloyd's Home & Building Centers in the state, and after several weeks of the consumer handbilling, store surveys revealed that the L-P waferboard product was replaced by other company's waferboard products in each of the stores. Similar consumer handbilling was then focused on subsequent targets, such as Channel Home Centers, Rickel Home Centers, and Grossmans, with the same positive consumer and retailer response. Representative Thompson indicates that periodic checks by business agents throughout the state confirm that in less than a year's time, L-P's waferboard product has almost completely disappeared from the shelves of lumber retailers in New York. Fifty-nine locals have "adopted" lumber stores in their areas and will monitor these stores for L-P products, and all the district councils in the state have pledged support to this effort.

Systematic and persistent handbilling action by members and agents of the following UBC locals in New York have produced tremendous boycott results: Local 66, 258, 78, 117, 229, 323, 964, 1292, 149, 77, 1134, 543, 163, 255, 265, 245, 146, 120, 203, 1772, 1921, 1397, 1092, 1772, 2765, 12, 1222, 1837, 2669, 453, 2110, 149, 85, 1163, 732, 370, and the Nassau County District Council. The New York City District Council has been an active campaign participant, hosting the Wall Street Rally in 1984 and recently distributing 20,000 handbills in the Wall Street District to mark the strike's second anniversary.



"I think it's called a dammit."

Copyright Better Homes and Gardens, 1985

Labor Day

Continued from Page 3

The Machinists, meanwhile, thought they had achieved a major breakthrough. At the IAM's convention in 1968, the then Secretary of Labor Willard Wirtz told the delegates: "My decision, ladies and gentlemen, on the basis of all the evidence brought to me, is that there is no question who is the Father of Labor Day. Officially, as of this moment, insofar as the Department of Labor is concerned, it is Matt McGuire, the Machinist."

That brought a standing ovation from the Machinists, of course, and for a number of years the U.S. Department of Labor tried giving McGuire and McGuire equal billing.

But our evidence was overwhelming, and even George Pearlman, in his final years, conceded he could be wrong.

Today, the Labor Department's official historian says, "Poor Matt McGuire. It seems pretty assured that Peter McGuire was the Father of Labor Day."

The United Brotherhood's archives has assembled a complete dossier on this subject, and to the USDL historian's statement, it would add "Amen!"

Now new and further proof has come to light. On June 4, Janet Atwood, librarian of the James Larkin Pearson Library at Wilkes Community College, Wilkesboro, N.C., discovered a letter in its archives written by the American Federation of Labor's first president Sam Gompers in 1915 and addressed to James Larkin Pearson, stating that Peter J. McGuire was unquestionably the originator of the American Labor Day.

The first page of that letter is reproduced on Page 2 of this issue. The balance of the letter appears on Pages 3 and 4.

James Larkin Pearson, recipient of the letter, was editor of a little publication called *The Fool Killer* produced in the small 300-population, North Carolina town of Moravian Falls. *The Fool Killer* and a similar publication, *The Yellow Jacket*, was circulated to 50,000 readers all over the United States.

The discovery of the Gompers letter was stimulated by a current effort launched by the American Library Association to unearth more data of the early North American Labor Movement. This activity is headed up by a special committee of labor advisors, including Jim Aurbach of the AFL-CIO and UBC General Secretary John Rogers. (See article on page 11).

in MEMORIAM

The following list of 912 deceased members and spouses represents a total of \$1,617,818.21 death claims paid in June 1985; (s) following name in listing indicates spouse of members

Local Union, City

- 1 Chicago, IL—Bert G. Gross, Carroll Harvey Storli, Charles George.
- 3 Wheeling, WV—Louis J. Ernest, Patricia Ludwig (s).
- 4 Davenport, IA—Charles Kroeger.
- 5 St. Louis, MO—Clarence H. Loesche, Herbert J. Brouk, James E. DeClue.
- 6 Hudson County, NJ—Anthony Pylkowski, Mildred Delitzscher (s), Robert R. Erikson.
- 7 Minneapolis, MN—Alvin G. Strande, Arthur Barnevel, Earl Hagford, Ervin E. Peterson, Frank L. Blanske, Herbert F. Kaiser, Noel S. Lanes.
- 8 Philadelphia, PA—Edward Kennedy, Raymond Nalinger.
- 9 Buffalo, NY—Eugene Bilger.
- 10 Chicago, IL—Frank W. Lewis, Luther T. McFalls, Ralph A. Pratt.
- 11 Cleveland, OH—Fred Nemecek, Louis V. Dulude.
- 12 Syracuse, NY—Abraham Gorlick, Beverly Jean Raun (s), Dale M. Tiff, Frank Roth, Garland Hayes, Joseph Bisig, Melvin P. Adams, Paul R. English.
- 13 Chicago, IL—Alice Svenson (s), Anton Hosman, Axel Swanson, Carl M. Magnuson, Frank Bartoszewski, Verona Pearson (s).
- 14 San Antonio, TX—Toni Morgan Ahlstrom (s).
- 15 Hackensack, NJ—Arthur Flar, Peter Cosentino, Samuel Vanderploeg.
- 16 Springfield, IL—Horace L. Bergen.
- 17 Bronx, NY—Alfonso Mian, Frank Auditore, Giuseppe Paladino, Thomas Danisi.
- 18 Hamilton, ONT, CAN—Margaret Verna Partington (s).
- 20 New York, NY—Louise Fazio (s).
- 22 San Francisco, CA—Ann M. Biagini (s), Burl Tomson, Durwood Kimler, Emil Forsman, George R. Vanderberg, Gertrude Roberta Sundquist (s), Henry A. Greven, Louis Fet, Tony Lovoi.
- 23 Williamsport, PA—B. Franklin Wilkits, Joseph Preuhs, Wilbert Lepper.
- 24 Central, CT—John Puglisi.
- 25 Los Angeles, CA—Ray Baker.
- 27 Toronto, ONT, CAN—Grace Trory (s), Ivar Sigurd Auestad.
- 28 Missoula, MT—Ella C. Leslie (s).
- 30 New London, CT—John E. Rogers.
- 31 Trenton, NJ—Wilmer F. James, Sr.
- 34 Oakland, CA—Charles Klobas, Erik H. Lundberg, James M. Wismann, Ralph Vann, Rita A. Diamond (s), William Ferraris, William S. Kincaid.
- 35 San Rafael, CA—Oakley H. Lamoreux.
- 36 Oakland, CA—Albert J. Honore, Carl C. Nelsen, Egil I. Furuli, Eliese Johnson (s), Norman C. McMahon, Sebastian M. Joaquin.
- 40 Boston, MA—Charles Penny, Joseph Biviano.
- 41 Woburn, MA—Chester F. Nicholson, Josephine Lillian Porter (s).
- 42 San Francisco, CA—Philip Dahle.
- 43 Hartford, CT—Dorothy Hall (s), John A. Peretti.
- 46 S. Ste. Marie, MI—Melvin M. Markham.
- 47 St. Louis, MO—Carl R. Dill, Joseph D. Chitwood, Richard Bland Stubblefield.
- 48 Fitchburg, MA—John Basso.
- 51 Boston, MA—Gordon A. Mahoney, Guido Petrino.
- 53 White Plains, NY—Nels Anderson, Peter Finck.
- 54 Chicago, IL—Benjamin Prace, Bernard Lee Fredricks, Sr., Charles L. Crist, Eugene Schmidt, James Soukup.
- 55 Denver, CO—Albert J. Payne, Claire Zielinski (s), Gerald W. Hall, John B. Benson, Russell E. Paulsen.
- 58 Chicago, IL—Bror W. Soderlund, Joseph Sears, Thomas J. Neubauer, Wolmar Eneson, Ida Victoria Lorentson (s).
- 60 Indianapolis, IN—Clarence Ward.
- 61 Kansas City, MO—Bennie Campbell, Raymond J. Fogle.
- 62 Chicago, IL—Lawrence Eighnor, Tony Carsella.
- 64 Louisville, KY—Bernard H. Dingwerth, Frank Jaszgowski, Sr., Grover C. Riggs.
- 67 Boston, MA—Arthur P. Sprogis, John D. Mackinnon, Thomas V. Mannion, Wilfred Culleton.
- 69 Canton, OH—Edwin F. Potter.
- 73 St. Louis, MO—Ruby E. Touchstone (s), Tom Brinson.
- 74 Chattanooga, TN—Augusta L. Culberson, Fred C. Runnion, James T. Young, Robert Currie.
- 76 Hazelton, PA—Harry Beck, Walter Wesoloski.
- 77 Port Chester, NY—Antonio Giovinnazzo, Jacob Thalheimer.
- 78 Troy, NY—Kenneth Zalucki.
- 80 Chicago, IL—Amedeo Desantis, Miriam Logocki (s), Nick Charnota, Sally DeFranza (s), Veronika Zalauskas (s).
- 83 Halifax, NS, CAN—Carson Peter Rafuse, Clyde Reginald Smith, George Calder Lucas.
- 87 St. Paul, MN—Edward J. Reamer, Eldridge Flom, Frank A. Krzewinski, George C. Lamson.
- 89 Mobile, AL—James E. Wilkins.
- 90 Evansville, IN—Alfred M. Travers, Sr., Glenn Wilsey.
- 91 Racine, WI—Stanley Korwicki.
- 94 Providence, RI—Alfred Dinucci, Jeannette G. Courville (s), Theresa Anna Donnelly (s), Wilfred Bourgault.
- 98 Spokane, WA—B. Eugene Dunlap.
- 102 Oakland, CA—William T. Winford.
- 103 Birmingham, AL—John Lewis Montgomery, William L. Harper.

Local Union, City

- 104 Dayton, OH—Juanita Hammons (s).
- 105 Cleveland, OH—Joseph M. Zevely, Thomas Kloos, Wilbur D. Cooper.
- 106 Des Moines, IA—Frank M. Woods.
- 107 Worcester, MA—Oscar Green.
- 108 Springfield, MA—Earl A. Gour, Mathew Rosso, Michel Hnatow.
- 109 Sheffield, AL—Becky Ruby Peeden (s).
- 111 Lawrence, MA—Eva Salois (s), Salvatore D. Torresi.
- 113 Middletown, OH—Thelma G. McGovern (s).
- 114 East Detroit, MI—Bridget Scheible (s), Glen E. Cock, Jr., Raymond Vanier, Samuel D. Baker.
- 118 Detroit, MI—Flail Skidmore Payne, Leon Brashear, Margaret Blicharz (s), Martin R. Conrad.
- 120 Utica, NY—Emerson H. Monk.
- 124 Passaic, NJ—Otto Stidl.
- 131 Seattle, WA—Alvin W. Erickson, Glenn M. Maxwell, Gordon A. Power, James E. Jonassen, John M. Nicholson, Marie Rose Stewart (s), Nancy Lizer (s).
- 132 Washington, DC—Stewart Anderson Heltzel.
- 141 Chicago, IL—Earl T. Price.
- 142 Pittsburgh, PA—Charles L. Wikman, Clarann Clingan (s), Edward Obidzinski, Helen F. Kelvington (s), Joseph Karr, Nick Cicci, Ulysses Kellum.
- 146 Schenectady, NY—Jean P. Desbiens, Loretta M. Baan (s).
- 149 Tarrytown, NY—William Knoblich.
- 165 Pittsburgh, PA—Silvio Santone, Stanley Garlicki.
- 166 Rock Island, IL—Gene Adeline Pahl (s).
- 168 Kansas City, KS—Robert K. Kesler.
- 171 Youngstown, OH—Clarence E. Gebhardt, Fred W. Untch, Jr., Harry Dale Stacy.
- 174 Joliet, IL—Andrew T. Nedelsky, Dominic C. Sarterelli, Robert Wysock.
- 180 Vallejo, CA—Clifford M. Allen, Edward M. Carlsen, James E. Tucker.
- 181 Chicago, IL—Edward Davidsen, Harold Hillberg, Thea Skollerud (s), Zygmunt Czarkowski.
- 183 Peoria, IL—Arthur W. Cross, Richard B. Tucker, Richard K. Hawkinson.
- 184 Salt Lake City, UT—Clarence J. Ferreira, David A. Richardson.
- 187 Geneva, NY—Asahel J. Rockefeller.
- 190 Klamath Falls, OR—Forrest D. Cullen.
- 195 Peru, IL—John Condie, John Lee Baugher, Lygia E. Heath (s).
- 198 Dallas, TX—Basil V. Dixon, George Allen Long, Margaret Williams (s), William H. May.
- 200 Columbus, OH—Jeanette Mina Walton (s).
- 201 Wichita, KS—Ward Vernon Mead.
- 203 Poughkeepsie, NY—Harry W. Waage, John Matula.
- 210 Stamford, CT—Alice Conte (s), Dennis Ambrose, Henry Ludlow, Herbert W. Vansciver, Joseph Quatrone, Stephen Cyr, Theodore Fiordelisi, William Finn.

Local Union, City

- 211 Pittsburgh, PA—Betty Jane Englert (s).
- 213 Houston, TX—Garland Jones, Hugh Warren Dumas.
- 218 Boston, MA—Robert R. Moore.
- 222 Washington, IN—Charles L. Hopkins.
- 232 Fort Wayne, IN—Lillian N. LeFevre (s).
- 235 Riverside, CA—Hobart Orman Gerritson, Milton Ofstad.
- 242 Chicago, IL—John E. Hoeller.
- 246 New York, NY—Dominick Greco, Joseph Zack.
- 247 Portland, OR—Adolph Hoglund, George L. Hassmann, Henry Walland, Meyer H. Meyerson, Tyko Finneman.
- 248 Toledo, OH—Charles Ray.
- 250 Lake Forest, IL—Arlene C. Meyer (s), Gustav Holmberg, Leroy Bryant, Jr.
- 256 Savannah, GA—James Porcher Ford, Jr., Talmadge Youmans.
- 257 New York, NY—James Viggiano, Teodor Rawczak (s).
- 259 Jackson, TN—Frank K. Hudson, James E. Morgan.
- 261 Scranton, PA—George Landsidle, Joseph Varnis, Leo J. Williams.
- 264 Milwaukee, WI—Fred Pollatz, Henry Halyard, John D. Lilley, Joseph Kilian.
- 267 Dresden, OH—Stanley A. Sheck.
- 272 Chicago Hgt., IL—Emil Zander.
- 275 Newton, MA—Carl D. Deagle.
- 283 Augusta, GA—Dean Dorsey, Herman Waters.
- 286 Great Falls, MT—Martin Oase.
- 287 Harrisburg, PA—Merle W. Bower.
- 288 Homestead, PA—Anthony F. Lutch, Wellington Curry.
- 296 Brooklyn, NY—Alma Sklarsh (s), Benjamin Lesser, Halvor Rud, John W. Nilsen, Joseph Pagano, Paul Ledet, Ruth Maisano (s), Ruth Schille (s), Susanne Biland (s).
- 297 Kalamazoo, MI—Leonard Carlson, Volney Martin.
- 316 San Jose, CA—Leonides B. Regalado, Maxine Mathilde Messer (s), Terumi S. Kawaski.
- 319 Roanoke, VA—Joseph P. Patrick.
- 320 Augusta, ME—Sophie Carolina Roy (s).
- 335 Grand Rapids, MI—Evelyn E. Sasso (s).
- 338 Seattle, WA—Louis Gault.
- 342 Pawtucket, RI—Auguste Morrisette, Eva Moreau (s), Rene A. Laroche.
- 345 Memphis, TN—Elias Curtis Rogers, Mildred B. Anderson (s).
- 350 New Rochelle, NY—William P. Hernon.
- 359 Philadelphia, PA—Robert W. Read.
- 377 Altan, IL—Arthur F. Kramer, Edna L. Hardin (s).
- 379 Texarkana, TX—Jesse J. Williams.
- 387 Columbus, MS—Woodrow Wilson Cole.
- 388 Richmond, VA—Howard A. Lam.
- 398 Lewiston, ID—Alma E. Ewing (s).
- 399 Phillipsburg, NJ—William M. Drake, William Phillips (s).
- 400 Omaha, NE—Claude R. Highsmith, Juanita Janssen (s).
- 403 Alexandria, LA—Ryland Griffin.
- 404 Lake Co., OH—Daniel G. Webb, Georgia E. Ray (s), Lawrence E. Adams, Leo Joseph Nicolosi.
- 405 Miami, FL—Barney E. Hodges.
- 410 Ft. Madison & Vic, IA—Minor J. Wheeler, Robert F. Fallon, Ruby Meilahn (s).
- 411 San Angelo, TX—Charles C. Andrews.
- 417 St. Louis, MO—Ira McDowell.
- 422 New Brighton, PA—Harry Overdorff.
- 433 Belleville, IL—Erwin Geaschel.
- 434 Chicago, IL—Eva Catherine Burkeen (s), Roland Dunand.
- 458 Clarksville, IN—Charles Frazier, J. Fred Shepherd, Lawrence Wagner.
- 465 Chester County, PA—Chester Schoffstall.
- 470 Tacoma, WA—Lloyd G. Fuher, Mark Gropper.
- 483 San Francisco, CA—James F. Fralin, Robert Lewis Ward.
- 484 Akron, OH—Clair E. Smith.
- 492 Reading, PA—Herbert J. Manwiller, Stanley C. Kalbach, Theodore A. Spitzer.
- 494 Windsor, Ont, CAN—Arthur J. Pare, Peter Febel, Roy Scheske.
- 499 Leavenworth, KS—Roscoe J. Maycroft.
- 500 Butler, PA—Kenneth E. Groom.
- 510 Berthoud, CO—Annie C. Measley (s).
- 514 Wilkes Barre, PA—Eva M. Macy (s).
- 515 Colorado Springs, CO—Don Wise, Lowell M. Browning, Otto Sindt.
- 517 Portland, ME—Frank W. Curneil.
- 531 New York, NY—Henry Miles.
- 543 Mamaroneck, NY—Trygve Ryen.
- 548 Minneapolis, MN—Oliver G. Erickson.
- 550 Oakland, CA—Catherine M. Rushing (s), Wilbur Falsken.
- 558 Elmhurst, IL—August Christensen, Dewey Jent, Hulda Aurora Ahlgren (s), Roy M. Felbinger, Ruth E. Sather (s).
- 559 Paducah, KY—James E. Parrott, John E. Weitlauf.
- 562 Everett, WA—Clayton Estenson, Elizabeth M. Enos (s), Ethel E. French (s), James Wiley, Noel W. Gagnon.
- 563 Glendale, CA—Mary Russo (s).
- 565 Elkhart, IN—George E. Christner.
- 569 Pascagoula, MS—Melvin Peacock.
- 586 Sacramento, CA—Gregory M. Esparza, James C. Beam, Virginia M. Barrett (s), Walter D. Cook.
- 596 St. Paul, MN—Margaret Brantner (s).

Why retirees pay dues

The reduced dues paid by retired members of the United Brotherhood are a form of life insurance, and it's inexpensive life insurance. Joan LaFerla, wife of a member, urges us to call attention to this fact.

In a recent letter to *Carpenter* she writes: "My husband recently retired from Carpenters Local 47, St. Louis, Mo., after 30 years of being a union carpenter. We have continued paying dues (retired rate).

"I frankly could see no reason to continue to pay dues when he was no longer a participant. Then we were told that, because of the continued payments, we were entitled to life insurance on himself and life insurance on me, his spouse. . .

"I see in the *Carpenter*, each month, the page "In Memoriam" which says how many members have died each month and the total amount of death claims paid, but it never stipulates that these benefits result from dues paid in retirement."

Mrs. LaFerla points out that, in comparison with other insurance company premiums and benefits, the UBC death benefits plan is excellent.

Under Section 54 of the UBC Constitution, members covered by Benefit Schedule 1 who are no longer working at the trade and who are age 65 or older and have not less than 30 years continuous membership are eligible for reduced dues.

599 Hammond, IN—John Sumner.
 604 Morgantown, WV—Robert D. Overfield.
 608 New York, NY—Gustav A. Johnson, John Taylor Sabiston, Lawrence P. Toomey, Svend Boesen.
 610 Port Arthur, TX—James N. Spradley.
 613 Hampton Roads, VA—Emmett B. Hall, Norma Sue Simpson (s), Robert L. Craun, Willie J. Johnson.
 620 Madison, NJ—Frank Gunnander, Joseph Moschella.
 621 Bangor, ME—Anna Elizabeth Harris (s).
 623 Atlantic County, NJ—Kathryn K. Smith (s), Robert W. Ellington.
 624 Brockton, MA—Broe West, John B. Allen, Oscar Johnson, Philip B. Cook.
 627 Jacksonville, FL—Howard S. Rogers.
 633 Madison, IL—Arvil H. Smith, Clifford Givenrod, Earl E. Bloomquist, Reva E. Hedges (s).
 634 Salem, IL—Hattie Belle Parkinson (s).
 635 Boise, ID—Hervey Henry Brecks.
 638 Marion, IL—Clifton W. Newsom, Jonathan Melvin Rider.
 639 Akron, OH—Mildred P. Shuler (s).
 641 Fort Dodge, IA—Herman G. Sprick.
 642 Richmond, CA—Donnie L. Meyers, Joseph Bailo, Peter DeGeorgis, V.B. McDonald.
 644 Pekin, IL—David P. Little, Guy D. Irwin.
 653 Chickasha, OK—William H. McBride.
 547 Sheboygan, WI—Arthur Schwitzgoebel.
 660 Springfield, OH—Eugene E. Stevens.
 665 Amarillo, TX—William J. Kiser.
 668 Palo Alto, CA—Andrew J. Mitchell, Edwin H. Hippert, Letha J. Wayne (s).
 684 Dayton, OH—Stephen J. Sepesy, Jr.
 690 Little Rock, AR—Gordon D. McKenzie.
 698 Covington, KY—William H. Daniel.
 703 Lockland, OH—Dale W. Robertson, Virdie Lonnie Huckaby.
 704 Jackson, MI—Robert D. Strait.
 705 Lorain, OH—Albert Douglas Hotchkiss, Ira V. Kopenhafer.
 710 Long Beach, CA—Henry J. Williamson.
 715 Elizabeth, NJ—Alvin Ostrander.
 739 Cincinnati, OH—George Memory, John H. McElroy, William Dempster.
 740 New York, NY—Edward J. Fox, Frank Benzinger.
 743 Bakersfield, CA—Aaron Wilson Bradshaw.
 745 Honolulu, HI—Elliswell H. Lee, Fukumi Imamura, Zensho Mizo.
 747 Oswego, NY—Vivian A. Sivalia (s).
 751 Santa Rosa, CA—Clarence Radke, Daniel D. Bossa, Jane Louise Schreiner (s).
 756 Bellingham, WA—Lloyd A. Fuller, Martin A. Voskamp, Tora Helland (s).
 764 Shreveport, LA—Charles D. Elkins, Jerome Madison Jackson.
 767 Ottumwa, IA—Walter R. Selix.
 780 Astoria, OR—Clara Margaret Norton (s).
 790 Dixon, IL—Fred Sprowls, Mathias Schrammer, Perry Ketchum.
 801 Woonsocket, RI—Josephine Moreau (s).
 815 Beverly, MA—Donald L. Merchant, Robert J. Lawrence.
 819 West Palm Beach, FL—Frank Kaiser, Robert W. Ludwick.
 821 Springfield, NJ—Lee Wright.
 836 Janesville, WI—Lester Ebben.
 839 Des Plaines, IL—Robert C. Walker.
 857 Tucson, AZ—Larry Claspill.
 871 Battle Creek, MI—Millard D. Creech.
 891 Hot Springs, AR—Doss B. Montgomery.
 898 St. Joseph, MI—Dale R. Flory.
 900 Altoona, PA—Lester C. Leamer.
 906 Glendale, AZ—Carmen M. Gonzales.
 916 Aurora, IL—Lawrence Olson, Wanda M. Albrecht (s).
 921 Portsmouth, NH—Joseph Stadig.
 925 Salinas, CA—Antonio C. Sanchez, Sylvester O. Smalley.
 930 St. Cloud, MN—Aloys J. Feneis.
 943 Tulsa, OK—Bill J. Harger, Charles A. Winston, Norwin Elmo Kelley.
 944 San Bernardino, CA—Donald C. Bakerink, Ray L. Thompson.
 945 Jefferson City, MO—Edward J. Rehagen.
 948 Sioux City, IA—Eugene Zwart, Gilbert Frank.
 953 Lake Charles, LA—Ernest C. Hill, George Oliver, Joseph M. Guillory, Shelby J. Thibodeaux, Thomas Dronet.
 958 Marquette, MI—Harold Fuller, Henry Neuens.
 964 Rockland Co., NY—Aubrey R. Rutledge, Frederick Jones, Sr.
 971 Reno, NV—Dale L. Hanna, Michael H. Taylor, Nora E. Miller (s).
 977 Wichita Falls, TX—Millard S. Word, Opal McCurdy Kinsey (s).
 981 Petaluma, CA—Ralph S. Ellis.
 993 Miami, FL—Emery L. Sweat, Frederick V. Clifford, James J. Freund, Pascal H. Jones.
 998 Royal Oak, MI—Gunnard Nygaard, John W. Hurn.
 1000 Tampa, FL—David Guy Cooper.
 1005 Merrillville, IN—Charles Roach, Lucille A. Green (s).
 1006 New Brunswick, NJ—Alexander A. Besenyei.
 1014 Warren, PA—Leonard McMillen.
 1017 Redmond, OR—Ray H. Taylor.
 1024 Cumberland, MD—Eugene D. Weber.
 1027 Chicago, IL—Anthony Hasko, Ernest Goller, Hans P. Haart, Hector I. Aramburu, James J. Cordin, Paul Durler, Viktoria Baumgartner (s).
 1033 Muskegon, MI—Beatrice Rickels (s).
 1040 Eureka, CA—Ethan W. Vance.
 1042 Plattsburgh, NY—Ralph M. Compson, Tucker K. Reed.
 1044 Charleroi, PA—Alvin Caldwell.

1050 Philadelphia, PA—Alfonso Dellavalle, John Scipione, Leonard Loscalzo.
 1052 Hollywood, CA—Fred K. Post, Priscilla D. Richards (s).
 1053 Milwaukee, WI—John Markert.
 1055 Lincoln, NE—Blanche Viola Schlaphoff (s), Mary K. Vavrina (s).
 1059 Schuylkill County, PA—Lavane O. Rupp.
 1062 Santa Barbara, CA—William E. Skinner.
 1065 Salem, OR—Lewis Ritzman.
 1074 Eau Claire, WI—James E. Williams.
 1089 Phoenix, AZ—Charles Hall, Howard Sterner, Raymond L. Morris.
 1093 Glencove, NY—Anthony T. Aufiero.
 1095 Salina, KS—Donald W. Sherley, Lulu Irene Heitsman (s), Paul Gaiser.
 1098 Baton Rouge, LA—Camille T. Stephens (s), Howell McGehee, Woodrow W. Watts.
 1102 Detroit, MI—Charles J. Hackett, David A. Zerilli, Earl O. Cree, Ralph Webb, Robert S. Eschenko.
 1108 Cleveland, OH—Christine Mae Mach (s).
 1109 Visalia, CA—Robert Bishop, Robert G. Smith.
 1113 San Bernardino, CA—Leroy T. Piggott.
 1114 S. Milwaukee, WI—George Filippek.
 1120 Portland, OR—Carl J. Setness, James W. Boomhower, Lawrence Anderson.
 1125 Los Angeles, CA—Charles D. Karns, James V. Buchanan, Louis S. Harsany.
 1134 Mt. Kisco, NY—Alfred L. Glew.
 1136 Kettle Falls, WA—Thomas Paparazzo.
 1138 Toledo, OH—Delbert J. Weinau, Wilbur Smith.
 1140 San Pedro, CA—Carl Levijoki, Gordon M. Goar.
 1145 Washington, DC—Henry W. Pritt.
 1146 Green Bay, WI—Anthony Kazda, James Pienta, Lyle Wagner, Raymond A. Graf.
 1149 San Francisco, CA—Marvin B. Talburt.
 1153 Yuma, AZ—Mary Louise Blair (s).
 1159 Point Pleasant, WV—James E. Lupardus.
 1160 Pittsburgh, PA—Charles E. Churilla, Nick Cappelle.
 1164 New York, NY—Gregory Civluk, Sigmund Jauch.
 1181 Milwaukee, WI—Herbert Clarence Ott.
 1184 Seattle, WA—Axel M. Carlson, Jack Lester Davis, Robert H. Swanson.
 1185 Chicago, IL—Anthony P. Abramowicz.
 1222 Medford, NY—John L. Greene.
 1227 Ironwood, MI—Frank Satushek.
 1235 Modesto, CA—Everett F. Rude, Flossie P. Hairston (s), Pasquale Frairo.
 1240 Oroville, CA—Albert E. Mais, Ralph E. Martin.
 1241 Columbus, OH—Richard D. Upton.
 1243 Fairbanks, AK—Lawrence January.
 1250 Homestead, FL—Wilda Timmons (s).
 1251 N. Westminster BC, CAN—Norman Johnson, Otto Miller.
 1255 Chillicothe, OH—Oren S. Landon.
 1258 Pocatello, ID—Carl Albert Anderson, Esther Wittman (s), Iris Neff (s).
 1260 Iowa City, IA—Agnus L. Ogg (s).
 1266 Austin, TX—Fred E. Jones, Steven D. Kisner.
 1273 Eugene, OR—Collin D. Olmsted.
 1274 Decatur, AL—Helen Annice Damer (s).
 1275 Clearwater, FL—George W. Clark, Stanley Czaplinski.
 1277 Bend, OR—Melba I. Belcher (s).
 1281 Anchorage, AK—Charles E. Wagoner, Frank Char, Hayden M. Stewart, Ray M. Barker.
 1289 Seattle, WA—Emilia Mary Brandt (s), Harry O. McConneha, Percy R. Graham.
 1292 Huntington, NY—Mihail Paju.
 1296 San Diego, CA—Edwin B. Ayer, Joseph W. Parker.
 1300 San Diego, CA—Arturo R. Adame, Joseph W. Pacheco, Manuel R. Salazar.
 1303 Port Angeles, WA—Carl Leskinovitch, Carl M. Lundgren, Earl W. Hutt.
 1305 Fall River, MA—Clovis H. Lambert, Joseph B. Carroll, William F. Steeves.
 1310 St. Louis, MO—June A. Herr (s).
 1319 Albuquerque, NM—Albert Herren.
 1325 Edmonton AB, CAN—Myles J. Letendre, Sigismund Riemer.
 1338 Charlottetown PE, CAN—Wilbur Hayden Andrew.
 1342 Irvington, NJ—Amedeo Anastasia, Angelina Stagliano (s), David Lund, Einar W. Johnson, George Reheis, Ida Grimin (s), John G. Guzzalis, Mario Zecca, Thomas J. Gara.
 1365 Cleveland, OH—Joseph Baumann.
 1379 North Miami, FL—Harry G. Haddock.
 1382 Rochester, MN—George V. Finstuen, Melvin Berg.
 1388 Oregon City, OR—Ruth M. Allen (s).
 1394 Ft. Lauderdale, FL—Joseph Latacki.
 1396 Golden, CO—Shirley L. Coxwell (s).
 1397 North Hempstead, NY—Joseph J. Terlecki.
 1401 Buffalo, NY—Bernard J. Matuszewski.
 1407 San Pedro, CA—Gus Jolicoeur, James Perreira, Joseph Arther McCoy, Ruth I. Fuller (s).
 1408 Redwood City, CA—Dodge Pardee, Mary Alice Hammons (s).
 1418 Lodi, CA—Lennis Nimmo.
 1426 Elyria, OH—Joe L. Giar.
 1428 Midland, TX—Floyd A. Boyer.
 1449 Lansing, MI—Lloyd Hilliard.
 1452 Detroit, MI—Michele Damato.
 1453 Huntington Beach, CA—Florinda Duran (s), Howard Rolsheim, Leol N. Wright, Samuel Furr.
 1456 New York, NY—Johan Hansen, Carl Ivar Rosenberg, Samuel Carew.
 1460 Edmonston AB, CAN—Melvin Watton.
 1462 Bucks County, PA—Aloysius F. Litz.
 1471 Jackson, MS—Annie L. Pickett (s).
 1478 Redondo, CA—Benjamin G. Leaton, Daniel G. Herrera.
 1490 San Diego, CA—Robert Bergstrom.
 1495 Chico, CA—Shirley A. Moline (s).

1497 E. Los Angeles, CA—Adeline Patterson (s), Carl Phillips, Joseph Frederico.
 1506 Los Angeles, CA—John Parker, Leslie Lawrence.
 1507 El Monte, CA—George C. Matten, Roetta Louise Sanders (s).
 1509 Miami, FL—Fred Franke.
 1519 Ironton, OH—Robert R. Mulkey.
 1521 Algoma, WI—Myrtle Parkos (s).
 1532 Anacortes, WA—Alfred B. Jones, Alva J. Oakes, Ola Hovrud.
 1535 Highland, IL—Otto Stoff.
 1544 Nashville, TN—Woodrow W. McMillin.
 1539 Chicago, IL—Fred Rubenstein.
 1553 Culver City, CA—Israel Urbina.
 1573 West Allis, WI—George R. Olson.
 1577 Buffalo, NY—John F. Miller.
 1581 Napoleon, OH—Charles Meyer.
 1583 Englewood, CO—Louis Eberhart.
 1590 Washington, DC—George Sarvas, Virgil E. Waters, William Fleckenstein.
 1592 Sarnia ON, CAN—Thomas McKeon.
 1595 Montgomery County, PA—Bradley Allen Miller.
 1596 St. Louis, MO—Hank C. Dwards, John J. Dolis.
 1599 Redding, CA—John L. Ables.
 1608 S. Pittsburgh, TN—Pat Tracy, William E. Brooks.
 1618 Sacramento, CA—Arthur J. Kleinfeldt, Frances H. Hislop (s), John W. Hein.
 1622 Hayward, CA—Albin Hoydar, William M. Kees.
 1632 S. Luis Obispo, CA—Alvin W. Kester, John Presley.
 1635 Kansas City, MO—Wilford L. Wilcox.
 1644 Minneapolis, MN—Bert F. Beckstrum, Doris K. Buske (s), Ernest A. Green, Julyn Allickson.
 1665 Alexandria, VA—Michael Yoursshaw, Robert C. Hutton.
 1672 Hastings, NE—Arthur A. Schewe.
 1694 Washington, DC—James C. Lovelless, William Baxter Caswell.
 1707 Kelso Longview, WA—Ellen Mary Laine (s).
 1708 Auburn, WA—Floyd Burrus.
 1715 Vancouver, WA—Samuel L. Rawlings.
 1733 Marshfield, WI—Alfred E. Schultz, John H. Frodl.
 1735 Prince Rupert B. C, CAN—Ian MacDonald Whitesine.
 1739 Kirkwood, MO—Hermann A. Metz.
 1741 Milwaukee, WI—Carl Schmidt, Ralph Hero, Stephan St. Martin.
 1750 Cleveland, OH—Abraham Packer.
 1752 Pomona, CA—Corena Guyton (s), J. C. Hines, Michael T. Conley, Sidney O. Davison, William T. Allen.
 1764 Marion, VA—Charles Curtis Kestner.
 1765 Orlando, FL—Aubrey C. Hale.
 1770 Cape Girardeau, MO—Edwin W. Seyer, Gladys L. Gosnell (s).
 1772 Hicksville, NY—William A. Savona.
 1775 Columbus, IN—Albert H. Miller, Clarence Newkirk.
 1780 Las Vegas, NV—Angus K. Wegren, Homer O. Powers, Lawrence E. Starr, Lewis W. McAninch, Lloyd O. Basham.
 1789 Bijou, CA—Donald James Cooper, Thomas Burston.
 1795 Farmington, MO—Charles Hibner.
 1797 Renton, WA—Azelo Grassi, Florence Thomas (s).
 1808 Wood River, IL—Cline P. Hamilton.
 1815 Santa Ana, CA—Blanche E. Gough (s), Harvey F. Penix, Robert E. Brattain.
 1822 Fort Worth, TX—Frayshar W. Bishop, Henry Bufington.
 1823 Philadelphia, PA—Alfred M. Christy.
 1837 Babylon, NY—Boleslavs Rittins, Romeo Nadeau.
 1840 Faribault, MN—Anton A. Ernste.
 1845 Snoqualm Fall, WA—Geneva Hawkins (s).
 1846 New Orleans, LA—Carroll Quatroly, Freddie Wilson, Jr., Jude H. Roth (s), Milton A. Bercegeay.
 1849 Pasco, WA—Robert M. Brown, William H. Doremus.
 1869 Manteca, CA—Harlan Board.
 1875 Winfield, MO—Celan C. Daniels.
 1889 Downers Grove, IL—Elizabeth Ann Sovo (s), Elmer C. Wilke, William O. Link.
 1894 Woodward, OK—Carl Potts, Levi H. Willson.
 1906 Philadelphia, PA—Clifford G. Rice.
 1911 Beckley, W. VA—Rachel Elizabeth Patrick (s).
 1913 Van Nuys, CA—Donald E. Soderberg, George R. Wedding, Marco Antonio Prieto, Robert L. Alexander.
 1914 Phoenix, AZ—Cletis G. Bradley, Lloyd E. Wernitz, Orlan T. Jones.
 1925 Columbia, MO—James Ira Zaner.
 1931 New Orleans, LA—Alvin J. Koerkel, Rita Anna Andry (s), Roy Lee Gibson.
 1947 Hollywood, FL—Eugene A. Whitten, Helen Regina Delia (s), Thomas V. Rivenbark.
 1976 Los Angeles, CA—Rachel Torres Hernandez (s).
 2006 Los Gatos, CA—Harold E. Browne, Loren Bridges, Warren Andersen.
 2012 Seaford, DE—John T. Kenton, Thaddeus Hollis.
 2018 Ocean County, NJ—Emil Mesco.
 2024 Miami, FL—Tommy Murray.
 2027 Rapid City, SD—Peder C. Carlson.
 2035 Kings Beach, CA—Vernon M. Hacker.
 2042 Onard, CA—Blanche Revelle (s), Charles Etchison.
 2046 Martinez, CA—Bryant Porter, Chalmers J. Hanson, Clare M. Hagerty, Floyd E. Harris, Frank L. Moran, Gordon C. Chambers, Herbert Christofferson.
 2071 Bellingham, WA—Ernest Bridget, Everett L. Clifton.
 2078 Vista, CA—Chester A. Carpenter, Gilbert McLean, Walter L. Watchorn.
 2080 Escondido, CA—Barbara B. Fleming (s).
 2103 Calgary AB, CAN—Aldence Bastarache.
 2112 Antigo, WI—Bernard Eugene Meyer.
 2119 St. Louis, MO—Lewis I. Gibson.
 2127 Centralia, WA—Charles F. Slagle.
 2140 Fort Worth, TX—Dorothy Louise Sanders.

- 2155 New York, NY—Walter Schumm.
 2164 San Francisco, CA—Alfred E. Zipperle.
 2167 Sturgeon Bay, WI—Charles Schmitt, Sr.
 2177 Martinsville, IN—Mark Kirkley.
 2203 Anaheim, CA—Irma Ruth Mader (s).
 2239 Fremont, OH—Donald R. Davis.
 2252 Grand Rapids, MI—Lucius Lane.
 2258 Houma, LA—Justilien J. Fauchaux.
 2265 Detroit, MI—Magdalene Davidson (s).
 2274 Pittsburgh, PA—Stephen Kophazi.
 2278 Lawrence, KS—Charles E. Shutt.
 2288 Los Angeles, CA—Francisco B. Garrido, Frank Rocco, Ismael C. Rivas, Tomas L. Nieto.
 2294 Louisville, KY—Junior A. Sturgeon.
 2340 Bradenton-Sarasota, FL—Fred Paul Conrad.
 2375 Los Angeles, CA—Lorraine E. Arvickson (s), Tage Swanson.
 2396 Seattle, WA—Arnold L. Rogeness, Clifford Thompson, Herman Shuffeldt.
 2398 El Cajon, CA—Carl E. Blakeley, Frank M. Streit, Lloyd Millage, William T. Naslund, Sr.
 2400 Woodland, ME—Dorothy Lee Bormet (s).
 2404 Vancouver BC, CAN—John D. Prevost.
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 2499 Whitehorse YT, CAN—Karl Bauernfeind.
 2536 Port Gamble, WA—Walter Hirschi.
 2601 Lafayette, IN—Francis E. Green, Lee C. Gray, Walter L. Paxton, Jr.
 2629 Hughesville, PA—Frederick W. Prince.
 2633 Tacoma, WA—Raymond Berglund.
 2659 Everett, WA—Frank M. Harvey, Myrtle Alice Anderson (s).
 2667 Bellingham, WA—James Marvin Martin.
 2682 New York, NY—Giuseppe Morelli.
 2693 Pt. Arthur ON, CAN—Robert Anderson.
 2719 Thompson Fall, MT—Oscar Doty.
 2734 Mobile Vic., AL—Cornelius J. Kelleher.
 2739 Yakima, WA—Larry Allen Snyder.
 2767 Morton, WA—Charley F. Brabham, Donald Rowe.
 2780 Elgin, OR—Ronald Howard Caswell.
 2815 Battle Creek, MI—Verna F. Srb (s).
 2816 Emmett, ID—Cecil G. Corbin.
 2817 Quebec PQ, CAN—Leo Charette, Wilfrid Vezina.
 2834 Denver, CO—Adolph A. Huelker, Jr., Gary E. Bechtel.
 2837 Mifflinburg, PA—Guy B. Valentine.
 2881 Portland, OR—Delwin A. Dalrymple.
 2941 Warm Springs, OR—Delbert P. Carter, Thomas John Jameson.
 2987 South Norfolk, VA—Louie E. White.
 3017 Oconto, WI—Alan Vannorman.
 3038 Bonner, MT—Per Edwin Berglund.
 3088 Stockton, CA—Lois J. Porter.
 3130 Hampton, SC—James W. Myrick, Robbie Sharpe.

A series of four seminars for all business managers, business representatives, and assistant business representatives of all construction local unions, and district state, and provincial councils are scheduled to be held throughout the United States and Canada as listed below:

Districts 9 and 10
September 8-14, 1985
Winnipeg, Canada

Districts 1, 2 and 4
September 15-20, 1985
Philadelphia, Pa.

Districts 5, 7 and 8
September 22-27, 1985
Denver, Colorado

Districts 3 and 6
October 6-11, 1985
French Lick, Indiana

Local Union, City

- 3161 Maywood, CA—Enrique Martinez (s), Salvador Munoz.
 3204 Live Oak, FL—George Bartlam.
 3210 Madison, IN—Joe M. Brown, Wallace Morgan.
 9042 Los Angeles, CA—Gerald R. Perry.
 9053 Philadelphia, PA—John J. Maguire, Jr.
 9190 Minneapolis, MN—Harold C. Larson, Maurice R. Peterson.

Sharp Saw Teeth Better Than Nib, Says New York Member

In the May issue of *Carpenter* we published a suggestion from a member in Oregon that the nib on a hand saw was used to make the first break across the wood grain on finish lumber.

Moss Schaffer of Local 246, New York City, another member says he doesn't think so much of this idea.

"In all of my 63 years experience, I have never seen this done," says Schaffer. "If your saw teeth are filled correctly and you use a crosscut saw with 12 or more teeth of the inch, there is never any need for anything else."

Schaffer says there are too many people who call themselves carpenters who are too lazy to file their saws or don't know how.

Nord Strike

Continued from Page 17

all the unions in the Everett area. The Snohomish County Labor Council has been a tremendous help since the strike has started. The Western Council LPIW and the United Brotherhood have been generous and gave special consideration at Christmas and Easter so members and their families would have a nice holiday. The food bank depends entirely on donations.

COMPANY STATUS

The company is still operating but on a smaller scale than when the union members were working. They seem to be working irregular shifts. Some four-hour, some five-hour and some six-hour shifts for most of the crew. The production has been reduced drastically, and the shipping has been cut to less than half of what it was when the union was working. The Nord Company has done away with all of the professional security people and are using scab workers who were on State Industrial Insurance. The company is facing a suit by the state department of labor and industries because of a very high industrial accident record. The state wants a \$1 million bond posted and the company appears unable to post it. They are also facing the arbitration award on the Kent plant which they started non-union. This could cost anywhere from \$250,000 to \$400,000 in wages for the people involved. They are also liable for over \$5 million for the pension funded liability under ERISA. They have lost a lot of their former customers, and it is obvious that without experienced union people they will never be the great company they were prior to July 13, 1983. A new election has been ordered, but the company is appealing that order.

Attend your local union meetings regularly. Be an active member of the United Brotherhood of Carpenters and Joiners of America.

GOOD TOOLS



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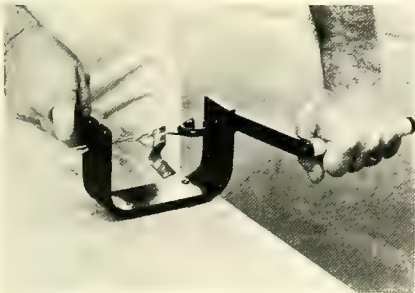
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A new aid to speed up installation of suspended ceiling grid, electrical apparatus, and conduit has been introduced by Ladd Tool Company.

In seconds, WireTwister can be used to secure #12 or #9 hanger wire to any of the Ladd clips—Clip-Pur, Ceiling Master, ScrewMaster, or J-Master. This new portable tool eliminates tedious hand-tying and provides a continuous production of uniformly-tied, job-ready clips on-site or off.

It can be used with any one of Ladd's Clip-Pur pole tool systems to install pre-wired clips onto Z-Purlin beams, open-web bar joists, wood beams and joists, as well as concrete and steel decks two to three times faster than with conventional methods.

For more information about WireTwister or other ceiling installation products, call or write Ladd Tool Company, Inc., Willowbrook Industrial Park, West Chester, Pa. 19380, (215) 436-4838.

ROOF SYSTEMS GUIDE

Structural wood panel roof systems for nonresidential construction are described in a construction guide from the American Plywood Association.

The 24-page guide provides tips on se-

INDEX OF ADVERTISERS

Ceiling Systems Handbook	19
Clarendon House	23
Clifton Enterprises	21
Foley-Belsaw	39
Full Length Roofer	23
Irwin	39
Stanley Tools	Back Cover
Vaughan and Bushnell	38

lecting and specifying APA panels and describes panel roof systems for built-in-place roofs, bonded roofs, preframed or panelized roofs, and long span systems. Diaphragm designs, insulation, fire- and wind-rated systems, insurance rates, and construction cost estimating are also covered.

For a free single copy of *APA Design/Construction Guide: Nonresidential Roof Systems*, write the American Plywood Association, P.O. Box 11700, Tacoma, Washington 98411, and request Form A310.

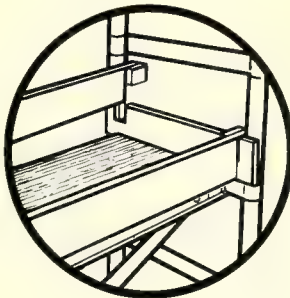
PEEL SANDING DISCS

Pres-On Products, Inc. has introduced a PSA self-dispensing sanding disc, available in all grit sizes, which is dispensed in a continuous roll from a corrugated container.

Called the PEEL-IT sanding disc, the product is non-filling and specially treated with zinc stearate to resist loading and provide longer disc life. PEEL-IT discs are available in either five, six, or eight inch diameters for use with PEEL-IT pads on all types of orbital (DA) sanders. The discs are made in all weight papers and also of resin bonded abrasive cloth.

For further information and complete catalog, call Don Wetherald toll free at 800/323-2844, or 312/543-9466 in Illinois; Pres-On Products, Inc., 38 Factory Road, Addison, Ill. 60101.

SCAFFOLD BOARDS



New Aldek® plywood toeboards, for both narrow and wide-span scaffolds, are announced by the R. D. Werner Co., Inc.

The toeboards, which are intended to be used with Werner's Aldek scaffolds and Aldek scaffold boards, in both 22-inch and 24-inch widths, offer a number of benefits and features. For example, with the interlocking design, there is no need for additional clips or fasteners. The toeboards simply drop into place, self-locking against both the corner scaffold posts and scaffold boards.

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For more information, write to the R. D. Werner Co., Inc., P.O. Box 580, Greenville, Pa. 16125.

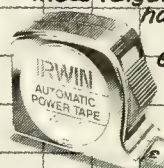
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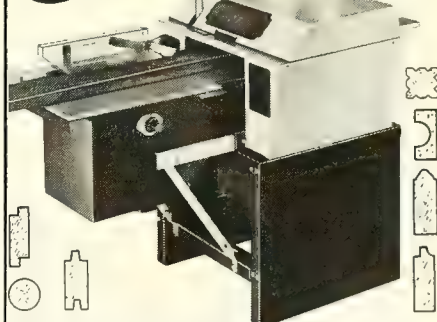
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Our Never-Ending Quest for Justice and Dignity

... despite intensified union-busting activity during the Reagan era

For millions of workers, the annual observance of Labor Day is much more than just another holiday.

Labor Day is both a time for celebration and a time for renewed commitment. It is a celebration of how far we, as united workers, have come in the never-ending quest for justice and dignity in the workplace. Labor Day celebrations are also a time for renewed commitment to the principles that have guided the labor movement through more than a century of struggle and achievement.

And above all, Labor Day provides us with the perfect opportunity to look to the future with a new sense of vitality and purpose as we prepare for the many challenges still before us . . . for the many mountains left to scale.

For UBC members, Labor Day is particularly significant since our first General Secretary, Peter J. McGuire, is viewed by historians as the Father of Labor Day as we know it today.

McGuire rightfully believed that working men and women should be recognized for the enormous contributions they make each day in behalf of the national well-being . . . contributions that represent the very foundation of a nation's economic, industrial, and military strength.

McGuire's dogged determination that American workers be officially recognized reached fruition in 1894 when Congress declared the first Monday in September a national holiday in honor of America's workers.

Yet for a dozen years before Congress got around to taking action, workers had already begun celebrating Labor Day.

Some 25,000 workers marched in the first Labor Day parade in New York City on September 5, 1882. About four times that many joined a massive picnic later that day and the Labor Day tradition we know today was born.

Since that first Labor Day celebration more than a century ago, the world has changed dramatically. Workers have made substantial gains in the campaign for dignity and respect in the workplace. The right to form and join a labor union was guaranteed by law when Congress approved the National Labor Relations Act in 1935. And over the course of the last half century, several landmark laws dealing with workers' rights and the health and safety of workers have been enacted at the federal level.

Today, there can be no question that the plight of workers has improved dramatically when compared to the conditions that existed a century ago.

But despite our many accomplishments and gains, there are some disturbing similarities between this Labor Day and that first Labor Day parade in New York City.

Participants in that parade carried signs with slogans that said things like, "labor will be united . . . equal pay for equal work for both sexes . . . agitate, educate, and organize . . . labor must use the ballot box."

Despite being more than a hundred years old, those slogans have an all-too-familiar ring in 1985. That's because the work of organized labor is never finished. For every battle we've won during the past century, a new challenge is now looming on the horizon.

Today—probably more so than at any point in our history—we cannot afford to become complacent. We must not take anything for granted. Hard won gains that came as a result of years of struggle can be lost. And when high priced union busters have allies in high places in government, the mission of organized labor becomes all the more challenging and important.

At no time during the past 50 years has the anti-worker, anti-union sentiment within the U.S. government been stronger than it is today.

Ronald Reagan and his right-wing reactionaries came to Washington spouting anti-union rhetoric from day one. They arrived determined to undermine long-standing government policies designed to protect the rights of millions of working Americans.

It is sadly ironic that while this year marks the 50th anniversary of the signing of the National Labor Relations Act, the Reagan Administration has callously chosen to ignore the Act's explicitly-worded protections for workers who desire to unionize. The National Labor Relations Board, which was created to administer and enforce labor law, has been transformed into nothing more than a tool in the Reagan Administration's well-oiled anti-union arsenal.

Given the Reagan Administration's attitude regarding organized labor, it should come as no surprise that Donald Dotson, the Reagan-appointed chairman of the NLRB, has publicly declared that "collective bargaining frequently means . . . the destruction of individual freedom and the destruction of the marketplace (and) the price we have paid is the loss of entire industries and the crippling of others."

With this sort of anti-labor environment engulfing Washington, it is no surprise that managements have become decidedly more aggressive in their resistance to unions.

It has been estimated that U.S. employers are spending in excess of \$100 million each year on union busting consultants. Thanks in no small part to the actions of the Reagan Administration during the past five years, union busting has become a big and extremely lucrative business in the United States.

UBC members have certainly not been immune from growing management efforts to rid themselves of union contracts and strip workers of their rights. The strike by some 1,500 UBC members against Louisiana-Pacific Corporation, which is now in its third year, provides a vivid example of a high-powered management campaign to bust the union.

At the same time, the solidarity that the strikers have shown for more than two years and the support that UBC members throughout the United States and Canada have shown in boycotting L-P products reflects another emerging trend. Union members are not going to give in to corporate greed and give up years of hard fought victories and gains. If it's a fight that management wants, then it's a fight they'll get!

I think the management of Louisiana-Pacific has gotten the message. And in the case of L-P, we're committed to finish what we started. That's what this union has been about for more than a century now. And we're not about to turn our backs on that kind of philosophy and commitment.

So as we celebrate Labor Day for the 103rd time, we in the labor movement have much to be proud of. We've come far since the days of Peter McGuire, Gabriel Edmondson, Samuel Gompers, and the countless other pioneers of a movement that is uniquely about people and the quest for human dignity, equality, and justice.

But the future is also full of challenge. Thousands of workers still do not enjoy the benefits that go with a union card. And greedy employers, aided by a sympathetic leader in Washington, are poised to undermine a movement built out of years of struggle and sacrifice.

A statement made by labor pioneer Eugene V. Debs following the famous Pullman Strike in 1894 is fitting for all of us to consider as we look to the future and celebrate Labor Day 1985:

"Ten thousand times has the labor movement stumbled and bruised itself. We have been enjoined by the courts, assaulted by thugs, charged by militia, traduced by the press, frowned upon in public opinion, and deceived by politicians.

"But notwithstanding all this and all these, labor is today the most vital and potential power this planet has ever known, and its historic mission is as certain of ultimate realization as is the setting of the sun."



Patrick J. Campbell
General President



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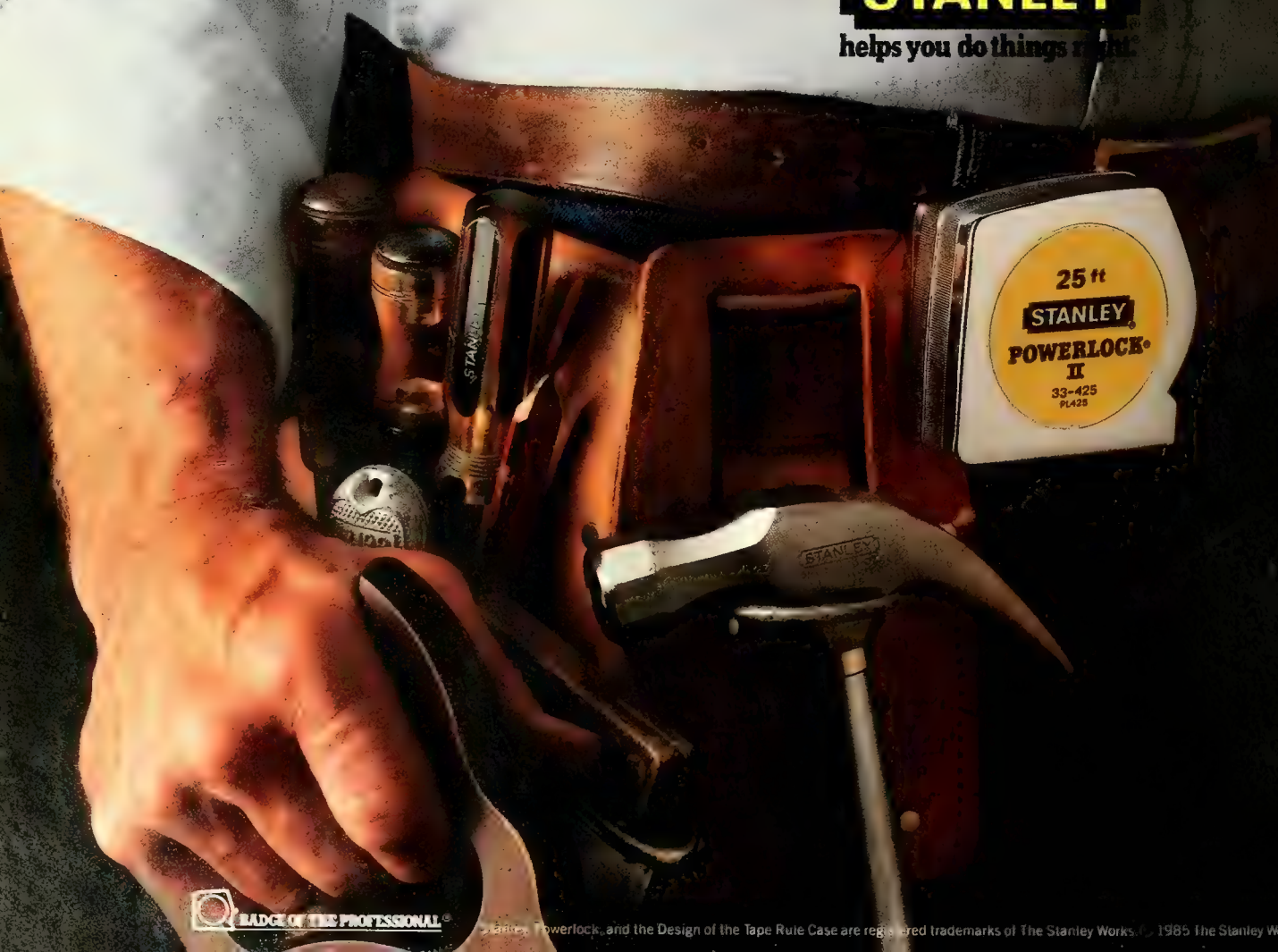
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October 1985

CARPENTER

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WINNIPEG, MANITOBA

*Canadian Seminar sets
the stage for membership drive
in the months ahead*

SEE PAGES 2 THROUGH 7

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Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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CARPENTER

ISSN 0008-6843

VOLUME 105

No. 10

OCTOBER, 1985

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

Winnipeg Conference Sets Canadian Stage	2
Quebec Construction Industry Prepares to Vote.	4
Canadian Unions Must Win, and Win Again	7
Double-Breasting Issue Tops Building Trades Agenda	8
America's Family Protection Plan Marks Anniversary	11
CLIC Update on Major Legislative Issues	13
Louisiana Pacific: Keep the Pressure On	14
Colorado Carpenters, Contractors in Joint effort.	17
The Third Partner: a Halloween Story. John Sheridan	18
Second '85 Seminar at Meany Center	31

DEPARTMENTS

Washington Report	10
Ottawa Report	16
Local Union News	20
We Congratulate	22
Apprenticeship and Training	23
Labor News Roundup	24
Safety and Health	25
Consumer Clipboard: Long Distance Service	27
Plane Gossip	30
Retirees' Notebook	32
Service to the Brotherhood	33
In Memoriam	37
What's New?	39
President's Message Patrick J. Campbell	40

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THE COVER

Sixty miles north of the United States border at the juncture of the Assiniboine and Red Rivers rises the thriving city of Winnipeg, capital of the province of Manitoba and one of the major cities of Canada.

It was the site, last month, of the first of a series of four UBC regional conferences. Delegates assembled there from throughout UBC Regions 9 and 10, encompassing all of the Canadian provinces, the Yukon, and the Northwest Territories.

The region around Winnipeg was first settled by fur traders; then came Scotch farmers and eventually immigrants of many ethnic backgrounds.

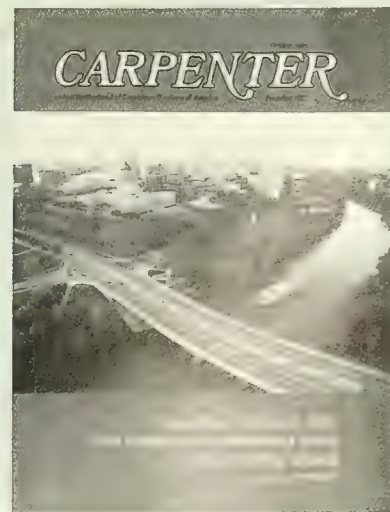
With the completion of the Canadian Pacific Railway in 1885, Winnipeg became a major distribution center. The wheat of the western prairies comes into Winnipeg in such volume that it has become one of the primary grain markets of the world.

The capital of Manitoba is a city of warm and friendly people, and it is home to four local unions of the Brotherhood—Carpenters Local 343, Lathers Local 147-L, Millwrights Local 1443, and Maintenance Local 1515.

In professional sports, Winnipeg is home to the Winnipeg Jets of the National Hockey League and the Blue Bombers of the Canadian Football League. Folklorama, held every August, is North America's largest ethnic festival. *The cover photograph is by Alan Zenuk, courtesy of the Canadian Embassy in Washington, D.C.*

NOTE: Readers who would like additional copies of our October cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

About our September cover: If readers would like additional information about "Lunch Break," pictured on our September cover, or any of J. Seward Johnson's other sculptured pieces, they can contact Sculpture Placement, Inc. in Washington, D.C. (202) 362-9310.



Canadian Conference in Winnipeg Sets the Stage for Construction Membership Drive in Months Ahead

*Delegates warned of efforts to enact
anti-union laws in the provinces*

Representatives of UBC local unions and councils from throughout Canada assembled in Winnipeg, Manitoba, September 8 for five days of intensive work on organizing and membership servicing, and discussions on jurisdiction, labor laws, and the general policies of the United Brotherhood.

The gathering was the first in a series of four such seminars called for by General President Patrick J. Campbell to be held in four areas of North America during September and October.



Business managers, business representatives, and assistant business representatives of all construction local unions, and district, state, and provincial councils are participating.

The second gathering was in Philadelphia, Pa., September 15-20 for leaders from Districts 1, 2, and 4. The third seminar assembled in Denver, Colo., September 22-27, bringing together leaders from Districts 5, 7, and 8. The final gathering is scheduled this month in French Lick, Ind., October 6-11, for representatives of Districts 3 and 6.

In his opening address to the Winnipeg seminar, General President Campbell warned the delegates that some of the same problems facing construction workers in the United States are now present in the provinces of Canada. He called attention to the promises of the new federal administration in Ottawa and its performance to date and noted that both nations have major unemployment problems which must be solved.

On three successive days the dele-

gates gathered in special workshops covering six subjects—carpenters, millwrights, lathers/piledrivers/interior systems, legal matters and general policies, international agreements, and organizing.

The Winnipeg gathering took special note of the approaching province-wide election among construction workers of Quebec and called for strong support of the AFL-CIO construction trades and the International. (See text below and on the following three pages.)



SPECIAL SECTION FOLLOWS . . .

Every three years, construction workers in the Province of Quebec are required by law to vote on union representation. The next province-wide election takes place over a period of five days—November 6, 7, 8, 9, and 10.

There are five unions and federations competing for votes in next month's election. The largest are The Province of Quebec Building and Construction Trades Council (International) of which the UBC is a member and the Quebec Federation of Labour (FTQ-Construction). In addition, there are three independent unions.

UBC members in Quebec are urged to vote for the International. With the Quebec Building and Construction Trades Council as the major winner, our members and other Building Trades members can set the pattern for future contract bargaining.



Prends mon Conseil, y'est International

**VOTE INTERNATIONAL
DU 6 AU 10 NOVEMBRE
1985**



(514) 323-9770

SANS FRAIS 1-800-361-0873

Vote Dans l'Industrie de la Construction au Quebec

Scale of miles
0 250 500

Prend Mon Conseil: Y'est International

Le moment est venu pour tous les membres de la fraternité, qui veulent une forte représentation aux prochaines négociations, de convaincre tous les travailleurs des différents métiers de l'industrie de la construction, qui sont sous la juridiction de la Fraternité Unis des Charpentiers Menuisiers D'Amérique, de voter pour la seule organisation internationale qui depuis près de cent ans dans la Province de Quebec, a toujours su défendre et garder les intérêts de tous ses membres.

La fraternité avec ses structures démocratiques, son leadership, et sa vaste expérience pour la défense des travailleurs, est de loin l'union la plus compétente pour représenter efficacement, tous les menuisiers, millwrights, poseurs de pilotis, poseurs de déclin d'aluminium, poseurs de revêtement souple, poseurs de systèmes intérieurs et plongeur dans l'industrie de la construction au Quebec.

C'est d'ailleurs pour cette raison, qu'ensemble nous, les membres de la fraternité, nous allons travailler à

convaincre tous nos confrères de travail qui ne sont pas des membres de notre union, d'aller voter le 6, 7, 8, 9, et 10 Novembre 1985 pour le **Conseil Provincial du Quebec des Metiers de la Construction International**.

Un exemplaire du bulletin de vot est représenté ci-dessous.

IMPORTANT

La loi stipule que ceux qui veulent se joindre à l'international doivent aller voter.



**Prends
mon Conseil,
y'est
International**

Du 6 au 10 novembre 1985

Moi, je vote pour la seule association syndicale structurée par métier, spécialité, occupation afin de protéger mes droits et de négocier ma convention collective (décret).

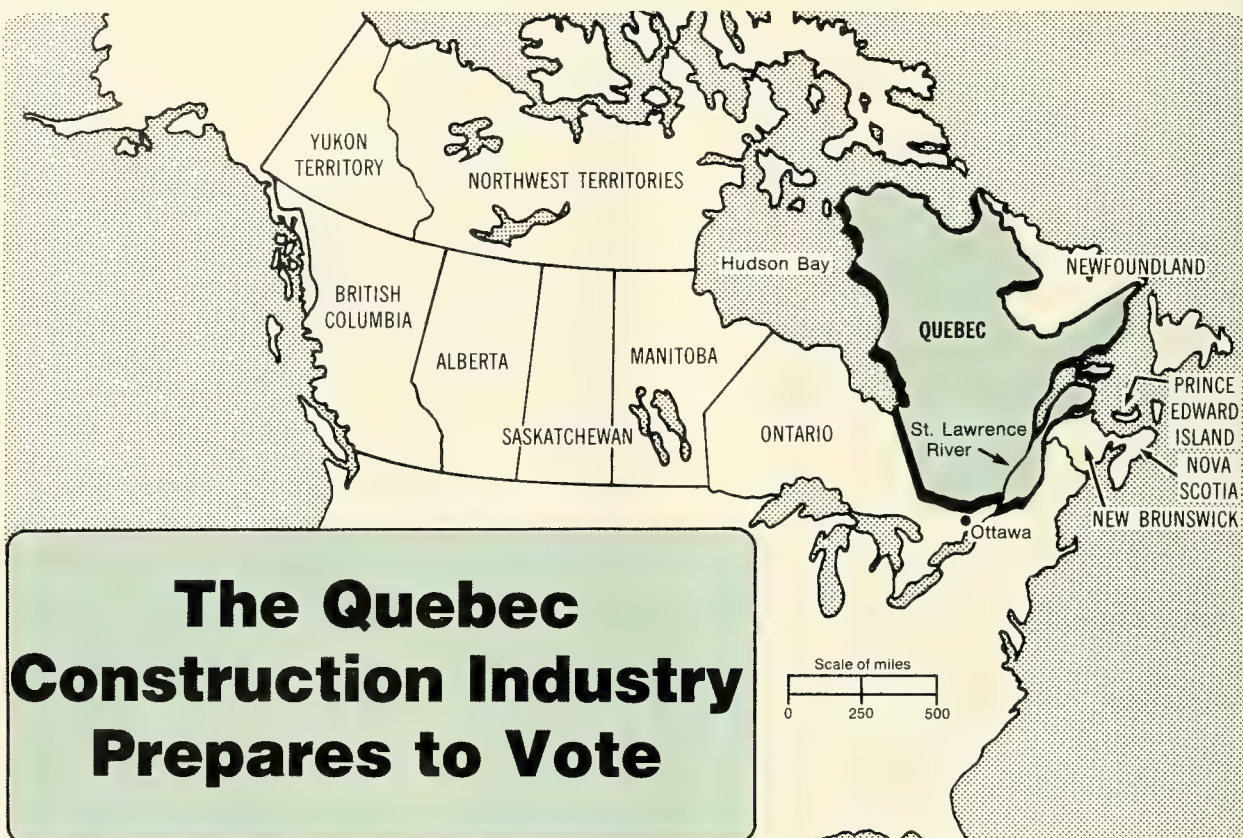
Centrale des syndicats démocratiques (C.S.D.) ☐

Confédération des syndicats nationaux (C.S.N.) ☐

CONSEIL PROVINCIAL DU QUÉBEC DES MÉTIERS DE LA CONSTRUCTION (INTERNATIONAL) ☒

Fédération des travailleurs du Québec (F.T.Q. — Construction) ☐

Syndicat de la construction, Côte Nord de Sept-Îles Inc. ☐



The Quebec Construction Industry Prepares to Vote

Take Our Advice: It's International

The time has come for all members of the Brotherhood who want strong representation at the next negotiations to convince all workers in the different trades of the construction industry who are under the jurisdiction of the United Brotherhood of Carpenters and Joiners of America to vote for the only international organization which for nearly one hundred years has always known how to defend and look after the interests of all its members in the Province of Quebec.

The Brotherhood, with its democratic organization, its leadership, and its vast experience in the protection of workers, is by far the most competent union when it comes to representing all carpenters, millwrights, pile drivers, siders, resilient floor layers, acoustic and drywall applicators, and divers, in the Quebec construction industry. Moreover, the members of the Brotherhood will work hard to convince all our fellow workers who are not members of our

union to go and vote for **THE PROVINCE OF QUEBEC BUILDING AND CONSTRUCTION TRADES COUNCIL (INTERNATIONAL)** on the 6th, 7th, 8th, 9th and 10th of November, 1985.

IMPORTANT

The law requires that those who want to become members of the international union must go and vote.

The ballot will be printed, as shown, in French only.



**Prends
mon Conseil,
y'est
International**

Du 6 au 10 novembre 1985

Moi, je vote pour la seule association syndicale structurée par métier, spécialité, occupation afin de protéger mes droits et de négocier ma convention collective (décret).

Centrale des syndicats démocratiques (C.S.D.) ☐

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Fédération des travailleurs du Québec (F.T.Q. — Construction) ☐

Syndicat de la construction, Côte Nord de Sept-Îles Inc. ☐



Canadian Unions Must Win, and Win Again

Some Canadian forecasters are calling the future bright for trade unionists—while others are seeing harder times ahead. What's the story?

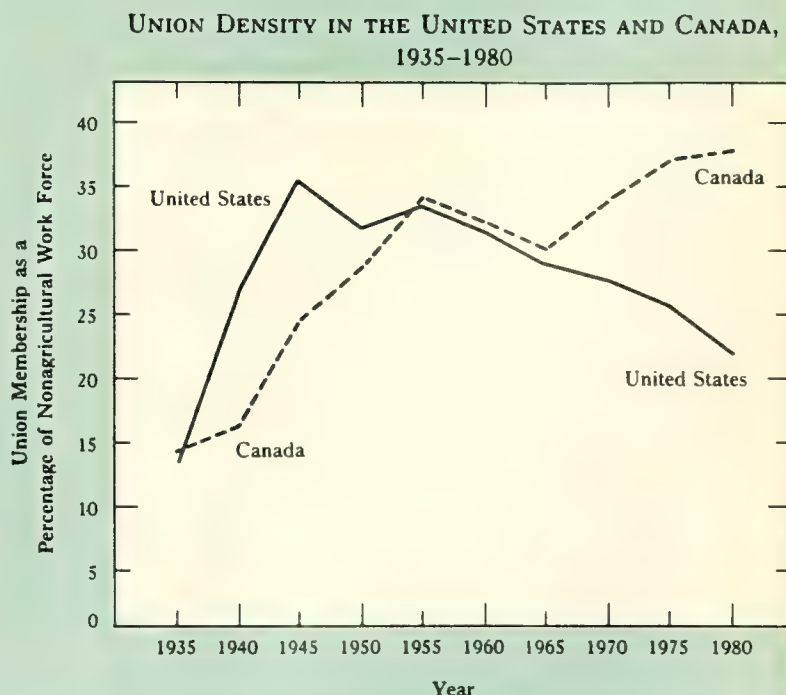
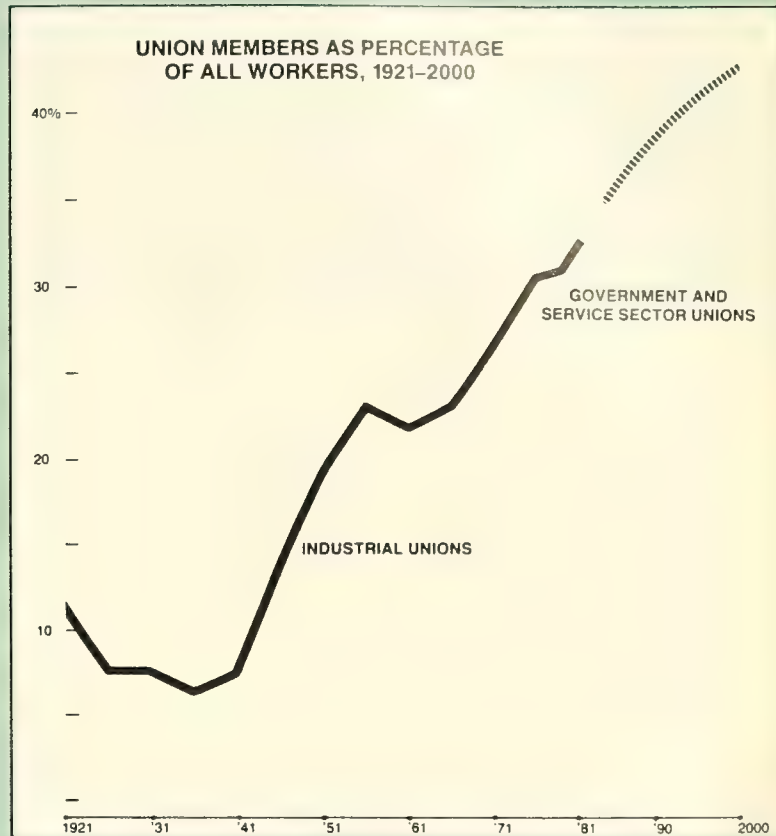
Even the optimists admit that in the traditional industrial union fields, unions are in trouble. At various times during the 1981–82 depression, many of the big unions of Canada had over half their members out of work, not paying dues. However, since 1982, unions have succeeded in signing up significant numbers of workers in the private sectors—wholesale and retail trade; finance, insurance, and real estate; and banks and department stores. John Kettle, in his *FutureLetter*, estimates that by 1990, 39% of the Canadian workforce will be unionized (the figure for 1981 was 32.8%), and workers will be 43% organized by 2000.

However on the union down side, it is a fact that, throughout Canada, fewer workers are signing union cards. A *Financial Post* survey showed that many of the largest industrial unions have failed to make up membership lost during the 1981–82 recession. And “for the first time . . . the big public sector unions are looking at little or no growth.” In an effort to swell their ranks, many unions are instigating complex new organizing campaigns, and crossing traditional jurisdictional lines in search of new members. The National Union of Provincial Government Employees has recently signed up 2,500 Ontario brewery workers, and the United Auto Workers recently took on 4,000 airline employees.

In a recent survey, the *Financial Post* concluded that although union organizers are signing up nearly 50,000 new members each year, this total is more than offset by layoffs and retirements. Between January 1, 1981, and January 1, 1984, the collective membership of the top 30 unions dropped 22,000.

The Steelworkers union is an example of how membership drops can snowball. When the union lost nearly 50,000 members in 1982, it was forced to lay off many of its organizers. The union has now rehired all who wanted to come back, but in the meantime, Steelworkers' organizing drives suffered drastically.

So, given the current climate in Canada, to quote *Post* writer James Bagnell, “Every new member must not only be won but, in light of the competition among unions, must be won and won again.”





The 200 delegates from 13 affiliated unions filled the convention hall in Chicago as the first session was gavelled to order by Building Trades President Robert Georgine.

Double-breasting Issue Tops Building Trades Fall Legislative Agenda

Leaders of the four-million-member Building Trades unions have made passage of a bill to curb "double breasted" operations by contractors a top legislative goal.

Meeting in Chicago for their 63rd Biennial Convention, the AFL-CIO Building and Construction Trades resolved to press for House passage of such a bill this fall.

"Double breasting" is when a supposedly all-union contractor is building non-union jobs and hiring poorly-skilled "scab" workers under the guise of a separate corporate entity. This practice has caused many skilled construction workers to lose jobs.

A bill before the U.S. Congress, introduced by Rep. William L. Clay (D-Mo.) and numerous co-sponsors, would clarify the Taft-Hartley Act's provision allowing a prehire union agreement in the construction industry because of the temporary and often short-term pattern of employment. It would make such a union agreement binding on all of an employer's operations unless workers vote to decertify the union as bargaining agent.

It is aimed at contractors who sign standard pre-hire union agreements but then set up non-union subsidiaries that pay lower wages, provide inferior benefits, and disregard labor standards.

The 200 delegates from 15 affiliated unions saw a film dealing with the issue that was produced by the Operating Engineers and a video presentation developed by the department.

On other legislative issues, the convention took these actions:

- Strongly opposed taxation of employee benefits.
- Urged enactment of a long-range program to rebuild the nation's infrastructure of roads, water works, sewer systems, and other capital development needed to support an industrial economy.
- Asked for the inclusion of a requirement for safety



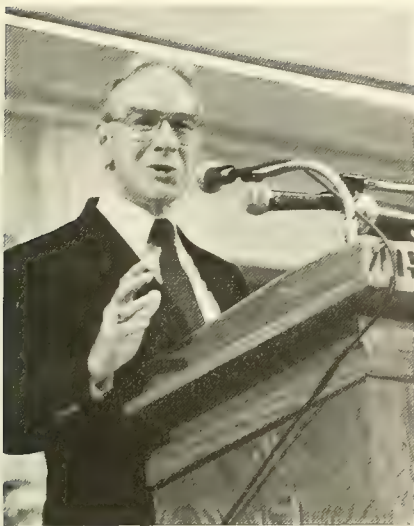
The national anthems of the U.S. and Canada open the convention. From left: Building Trades President Georgine, Plasterers President Mel Roots, UBC President Patrick Campbell, Roofers President Earl Kruse, and Ironworkers President Juel Drake.



The UBC delegation, from left, clockwise: Gen. Pres. Campbell; Gen. Sec. John S. Rogers; Second Gen. Vice Pres. Anthony Ochocki; Paschal McGuinness, New York City District Council; Robert Argentine, Western Pennsylvania Council; Jim R. Green, Bay Counties, Calif., District Council; Paul Miller of the Los Angeles, Calif., District Council; Milan Marsh, Ohio State Council; Ollie Langhorst, St. Louis, Mo., District Council; Gen. Rep. Guy Dumoulin; Gen. Treas. Wayne Pierce; and First Gen. Vice Pres. Sigurd Lucassen.



Brotherhood leaders served on several convention committees. Here General Treasurer Wayne Pierce, second from right, works on the resolutions committee.



U.S. House Majority Leader Jim Wright assured Building Trades delegates that he would continue to lead the fight for an improved economy and protection for workers' benefits.

and health training of workers employed in hazardous waste disposal in new Superfund legislation.

- Pressed the need for jobsite picketing legislation long sought by Building Trades unions.

- Asked for immigration reforms that would effectively ban the hiring of illegal aliens and limit employer use of temporary foreign workers brought into this country.

- Urged legislation to assure fair tax treatment of job-required travel expenses of construction workers.

- Opposed attempts to weaken the Davis-Bacon Act which requires payment of prevailing wages on federal construction.

Delegates approved a switch to an every-five-years cycle of conventions, instead of every two years. The department's next convention, its 64th, will be held in 1990. BCTD President Robert A. Georgine and Secretary-Treasurer Joseph F. Maloney were reelected to five-year rather than four-year terms to correspond with the convention change.

The convention adopted a two-step rise in the per capita tax, from the present 23 to 28 cents, and to 30 cents in 1988. The department's governing board of general presidents was given authority to impose a further rise if necessary.

The delegates also endorsed the concept of Apprenticeship Scholarship Loan Agreements, which require workers who go through a union apprenticeship to repay the Joint Apprenticeship Committee for the cost of their training if they leave their union and work at their

Continued on Page 28

Federal Court Rejects Challenge To Union-Only Pension Investments

A federal judge in San Francisco has rejected a court challenge to a UBC pension trust fund's policy of investing only in housing projects built by unionized workers.

Entering a summary judgment in favor of the trust fund and its investment manager, the court held that the union-only restriction is "a unilateral investment decision by the trust fund," rather than a conspiracy to restrain competition in the marketplace.

Two nonunion subcontractors filed suit following their removal from residential construction projects in the Sacramento area. The projects were financed by the Carpenters Pension Trust Fund for Northern California. The Fund conditioned its mortgage financing on the construction of the houses by "carpenters, laborers, operating engineers, cement masons, and construction teamsters" who belong to unions affiliated either with the AFL-CIO or the Teamsters. The complaint, based on the Sherman Anti-Trust Act, named as defendants both the trust fund and its investment management service, McMorgan & Company.

Judge Eugene F. Lynch of the Northern District of California found no evidence of concerted action between the trust fund and the developer-lenders. There is no evidence, he said, to indicate that the developers influenced or were involved in the establishment of the trust fund's union-only investment policy. The developers merely received restrictive commitment letters; they did not knowingly participate in the investment decisions of the trust fund, according to the court.

"The contractors merely enforced their existing policy of hiring only those subcontractors who had signed collective bargaining agreements," Judge Lynch said. "Where, as here, the investment manager was not a competitor or in any way motivated by anticompetitive objectives, the relationship between McMorgan and the Trust Fund cannot be construed as a conspiracy to violate section 1." A contrary ruling would subject "ERISA fiduciaries to antitrust liability for any investment decisions promulgated or enforced by them in furtherance of the trust's objectives."

Other Countries Protect Their Auto Industry and Its Workers

Increases in auto exports to the United States mean 90,000 fewer jobs for American workers.

The U.S. now has set no import restraints, no domestic content requirements, and an import tariff of only 2.6% on passenger cars. Here's how other auto-producing countries protect their auto workers.

AUSTRALIA requires 85% Australian-made content. Foreign imports are subject to tariffs ranging from 35% to 57%, and imports as a whole are limited to 20% of the existing market.

BRAZIL, an emerging third-world auto producer, has local content requirements and charges tariffs of 185% to 205% on imported passenger cars.

FRANCE, home of Renault, has a 10.8% tariff on imports, the same rate charged by all members of the European Economic Community (EEC). Japanese imports are limited to 3% of the French car market.

GERMANY also slaps a 10.8% tariff on imported autos. And it limits Japanese imports to 10% of the German car market.

ITALY has a strict quota limiting Japanese imports to only 2,200 cars per year in addition to its tariff of 10.8% on all imports.

MEXICO has a 75% domestic content requirement, with import duties ranging from 35% to 100%. No Japanese cars can be sold in the country.

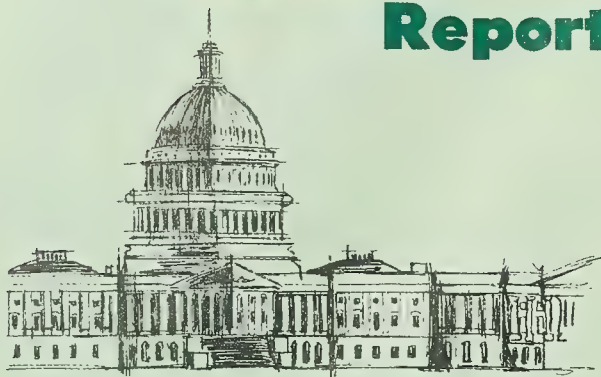
SOUTH KOREA, which is expected to mount a major challenge to the U.S. small-car market over the next few years, allows no foreign auto imports whatsoever.

SPAIN has a 55% domestic content requirement and it charges a 68% tariff on imported cars.

GREAT BRITAIN, which has invested \$3 billion in government-owned British-Leyland, limits Japanese imports to 11% of its car market, and charges a 10.8% tariff on imported cars.

CANADA has duty-free auto trade with the U.S., but there is a 14.2% tariff on cars from other countries. Japanese imports were limited to 166,000 cars per year until controls expired in March. The Canadian government has been negotiating possible new limits.

Washington Report



BREAK UP POSTAL SERVICE?

Who wants to mail a letter for \$11?

Apparently that's what James C. Miller III, one of President Reagan's leading free marketeers, wants in calling for a break-up of the U.S. Postal Service.

Miller, currently chairman of the Federal Trade Commission and Reagan's nominee as budget chief, vented his anti-government views in an article in the *Cato Journal*, a conservative publication.

Miller alleges the Postal Service is inefficient and pays its employees "more than is necessary to retain their services." He asserted that the United Parcel Service, Federal Express and Purolator Courier often do a better job.

Miller ignored the fact that the private carriers charge very high rates, higher than the Postal Service, in fact, for overnight express delivery. He also ignored the fact that the lucrative parcel post service was taken away from the Postal Service while big business saddled the post offices and letter carriers with mountains of junk mail. Rural areas, small towns and the elderly would be priced out and isolated by Miller's free market idea.

SMALL DEPOSITOR 'TAX'

The second annual national survey of bank fees, designed by the Consumer Federation of America and San Francisco Consumer Action, found that routine bank service fees continue to rise, particularly fees charged to small depositors. Consequently, the groups said, consumers are being driven away from banks. At a news conference on the survey results, Fernand J. St. Germain (D-R.I.), chairman of the House Banking Committee, called escalating bank fees "a hidden tax on the American consumer." The groups said banks are raising fees despite low inflation, increased automation, and reductions in service to consumers.

WEEKLY EARNINGS UP IN '85

A sharp over-the-year gain in median usual weekly earnings of full-time wage and salary workers was double the rise in consumer prices, the Bureau of Labor Statistics of the U.S. Department of Labor reported. At \$347 in the second quarter of 1985, median weekly earnings were \$24 higher—7.4%—than a year earlier. During the same period, prices as measured by the Consumer Price Index for All Urban Consumers rose by 3.7%.

Data on usual weekly earnings are collected as part of the Current Population Survey, a nationwide sample of households in which respondents are asked how much each wage and salary worker usually earns per week.

TO INSPECT FIREWORKS PLANTS

Since the recent tragic fireworks-plant explosion in Oklahoma, the U.S. Department of Labor is making worker safety in fireworks manufacturing a priority concern and plans to inspect all fireworks plants in the United States with 10 or more employees by next July 4.

"The tragic death of 30 workers engaged in the manufacture of fireworks demands that this industry be subjected to close scrutiny by the Occupational Safety and Health Administration," Labor Secretary William Brock said. "We are determined to assure that all fireworks manufacturers know and follow the safety and other worker protection standards that apply to them."

An explosion June 25 at a fireworks plant in Oklahoma caused the death of 21 workers and a similar accident May 20 at an Ohio plant resulted in nine fatalities.

Secretary Brock said special emphasis is being placed on inspection of fireworks plants even though they are part of an industrial classification that is not on OSHA's high rate inspection list because it has a lower than average injury rate. Most fireworks manufacturers are included in a general chemical industry classification that has an injury rate below the overall private sector rate of 3.4 lost workday injuries per 100 workers.

Secretary Brock pointed out, however, that this classification covers more than 100 types of chemical manufacturers and that there is no reliable injury rate data just for fireworks manufacturers. He also noted that the lost workday injury rate does not include fatalities.

7.3%, 7th STRAIGHT MONTH

The nation's civilian jobless rate remained frozen at 7.3% in August for the seventh straight month, the Labor Department reports.

The government said there were 8.5 million people actively seeking work and unable to find it. An additional 5.6 million people were working part-time involuntarily. And approximately 1.1 million "discouraged" workers dropped out of the workforce altogether.

The labor-backed Full Employment Action council totaled up the 15.2 million unemployed and underemployed and put the "real" jobless rate at 13%.

Many analysts are predicting that the jobless rate, which has held steady at 7.3% since February, is likely to rise in the next month or two—as a result of the continuing sluggishness of the economy.

An increase in the number of unemployed would cause a dilemma for Federal Reserve Board Chairman Paul Volcker. The recent surge in the money supply creates pressure for a tougher Fed approach, says *The Wall Street Journal*, but "rising joblessness would tug in the other direction." "If you were to listen to the money supply, you would have to tighten," comments a Fed official. "But if you were to listen to the economy, you wouldn't tighten."



America's 'family protection plan' marks its 50th anniversary

By Robert B. Cooney
PAI Staff Writer

Can Social Security survive the Reagan era?

Many Americans would answer "thumbs up" as they commemorate the 50th anniversary of the Social Security Act of 1935, a program some experts believe to be the legislative achievement of the century.

Despite continuing conservative attacks, the Social Security system enjoys broad public support. It covers more than 95% of the population and has been steadily broadened into a "family protection plan" for workers, survivors, dependents, the disabled, the unemployed, the impoverished, and the retired.

Some 36 million people rely on Social Security payments which enable them to live in dignity each month. Another 122 million working people contribute,

the vast majority confident that they can depend on Social Security upon retirement or if stricken by adversity.

However, doubt exists among some people, especially youth, about whether Social Security is sound and whether the benefits will be there when they retire.

That's why the nationwide 50th anniversary activities sponsored by the labor-backed Save Our Security (SOS) coalition are so important. SOS, co-chaired by two former secretaries of Health, Education and Welfare—Wilbur J. Cohen under President Johnson and Arthur S. Fleming under President Eisenhower—is promoting greater public understanding of the Social Security system in strengthening family life.

The Social Security financing crisis of the early 1980s, as University of

Michigan economist William Haber recently pointed out, was caused by "the stagnant economic conditions since 1977, not the structure of the Social Security system." Haber noted that double-digit inflation increased benefit payouts while rising unemployment reduced revenues paid in.

Almost all experts agree that the reforms legislated in 1983 following the work of the bipartisan National Commission on Social Security Reform put Social Security on a sound basis well into the next century.

The remaining doubts among young people and opposition from hardline conservative ideologues are more difficult to deal with.

Unfortunately President Reagan must take much of the responsibility for undermining confidence in Social Security.

city. As author Ronnie Dugger observes in his book, "On Reagan," the President has advocated making Social Security "voluntary" for nearly 30 years. He and GOP candidate Barry Goldwater in 1964 agreed on that proposal, a move which would destroy the sound insurance principles underlying the system.

MISINFORMATION

More recently, Reagan, in last year's campaign, repeated the misinformation that a young person would pay far more into Social Security than he would get out of it. Technically, Reagan might be correct; that is, if a high-paid Yuppie—a young upward mobile professional person—stayed single and paid in until 65. However, Social Security was not devised for Yuppies alone, but for all workers and families.

Young people perhaps should know something about history and an extinct American institution called the county poorhouse.

In the early 1930s, the Great Depression left the nation paralyzed. Unemployment was about 25%. The jobless in the cities dug through garbage cans for food. Those with jobs earned less than \$1,500 a year. Forty percent of the nation's children were in families on relief. A million elderly lived on public charity; three out of four persons 65 and over were dependent on others for support. For those broken in resources and spirit, the end of the line was the county poorhouse.

President Franklin D. Roosevelt had taken office promising a "New Deal" for the American people. Against the grim background of mass unemployment and social chaos, FDR created a Committee on Economic Security chaired by Labor Secretary Frances Perkins, the first woman cabinet officer.

Perkins, a social worker, was quite aware that the U.S. was more than a generation behind western Europe in establishing social insurance programs. In the U.S. there had been the Civil War pension program, but that was phased out. The ideas of social insurance were kept alive by Populists and Progressives into the Teddy Roosevelt and Woodrow Wilson years.

Perkins believed that jobs were more important than all social programs put together. For that reason, her committee initially recommended a full employment policy as well as national health insurance. But the jobs plan was dropped as too costly and the American Medical Association killed off health insurance in the cradle.

Facing conservative opposition and aware of "the nine old men" on the Supreme Court, FDR sent to Congress

a pared-down plan which relied on the "general welfare" clause of the Constitution. It proposed federal old-age benefits and a federal-state approach to help the states provide "for aged persons, blind persons, dependent and crippled children, maternal and child welfare, public health, and the administration of their unemployment compensation laws. . . ."

The debate in Congress reflected heavy opposition from business and conservatives. The National Association of Manufacturers said jobless pay would bring "ultimate socialistic control of life and industry." Industry leaders said Social Security would destroy initiative and discourage thrift.

The opposition melted away, as legislators feared the wrath of the voters in the next year's presidential elections, and FDR signed the Social Security Act into law August 14, 1935. It was, Roosevelt said, "a cornerstone in a structure which is being built—but is by no means complete."

CONSTITUTIONALITY

The Supreme Court upheld the constitutionality of Social Security the next year. Justice Benjamin Cardozo, in an eloquent opinion for the majority, rejected the argument from Massachusetts that aid from a paternal government might sap the virtues of self-reliance and frugality and "breed a race of weaklings." The issue of an individual state challenging the federal role was settled long ago, Cardozo wrote. When money is spent to promote the general welfare, the concept is shaped by Congress, not the states, he said.

Over the following decades, Social Security was strengthened in line with FDR's vision. The 1939 amendments broadened Social Security into a family protection concept, providing not only old-age benefits for wage-earners, but benefits for wives, widows, and children and weighting benefits to favor the lower-paid. Other key improvements followed, such as disability insurance in 1956. An important forward step was

achieved in 1965 when President Lyndon B. Johnson signed Medicare into law.

With the election of Ronald Reagan in 1980, however, the ideological assault of Social Security was resumed by the rightwing. Author Peter Ferrara became a White House consultant, advocating that Social Security be dismantled and turned into a welfare program while the insurance function be given to the private sector. The White House denied that his views were official policy, although Ferrara's anti-Social Security writings were long well-known. Rightwing "thinktanks" like the Heritage Foundation and the Cato Institute propagated Ferrara's views as well.

The conservative Reagan era made public attacks on Social Security more respectable, though there were great miscalculations. When Reagan's budget chief, David Stockman, persuaded the President to propose \$40 billion in Social Security cuts to help reduce his deficit, the Senate rejected the idea, 96-0.

The cruelest episode in the Reagan era has been what former HEW Secretary Wilbur Cohen called the "unfair and heartless" review of disability benefits. The Reaganites went wild in intimidating and terminating the disabled and mentally ill. Two-thirds of those who appealed to judges had their benefits restored; among the mentally impaired, the reversal rate was 91%.

In the final analysis, the Reagan Administration initiated more than \$50 billion in cutbacks in Social Security benefits and Medicare.

TEMPORARILY SAFE

For the time being, it appears that Social Security is safe and enjoys broad public and political support. The Social Security Reform Commission in 1983, on which AFL-CIO President Lane Kirkland served, forced hard compromises on all sides to ensure the financial stability of the system. It may even have chastened Reagan, who has been burned many times on the issue.

Most important was the fact that the Commission agreed on basic principles. One was a unanimous position that no "fundamental" change be made in the Social Security structure. It rejected proposals to make the program "voluntary" or to allow individuals to put their contributions into Individual Retirement Accounts or other investments.

There are problems ahead, no doubt. One involves strengthening Medicare. Another issue will arise over introducing general revenue financing. Another

Continued on Page 38



Benefits Tax, Double Breasting, Plant Closing Are Major Issues

Our CLIC Program is actively involved in lobbying Congress on numerous pieces of legislation of tremendous importance to Brotherhood members. This report focuses on several crucial issues and provides an update on our activities and positions.

Budget Resolution

Prior to leaving for their August break, House and Senate conferees approved a Fiscal 1986 spending budget designed to cut \$55.5 billion from the projected 1986 budget deficit. The compromise came after months of debate, and it allows for increased defense spending, inflation adjustments for Social Security, and provides for no new taxes.

Serious questions were raised regarding whether the budget cutbacks would have any meaningful impact on the efforts to reduce the growing budget deficits, which have resulted in high real interest rates and a growing trade imbalance. While the Senate Budget Committee, using administration spending and economic assumptions, indicated the deficit would be reduced to \$112 billion in fiscal 1988, the Congressional Budget Office said the savings would be much less, with the 1988 budget deficit at \$161 billion.

'Double Breasting'

H.R. 281, the "double breasting" bill, which would make it harder for unionized construction companies to set up non-union companies that perform similar work, passed the House Education and Labor Committee prior to the recess. The bill provides that separate firms performing similar construction work will be considered a single employer, if there is common management or ownership of the firms.

Tax Action

The budget compromise called for no new taxes, but House Ways and Means Committee Chairman Dan Rostenkowski (D, Ill.) indicated in a recent speech at the National Press Club that his committee would begin drafting a tax bill in mid-September, and he hopes to have a bill ready for House action by October. As was reported in the

August *Carpenter*, the taxation of employee fringe benefits is being given serious consideration in the tax debate.

If you did not get a chance to visit with your Representative or Senator during the summer recess, it is very important that you now take the time to call or write their Washington offices. September and October are very active months for legislative action, and our voice must be heard.

Tax Fairness?

The Citizens for Tax Justice, a research group supported by organized labor, released information concerning the tax pay-

ments of the nation's largest corporations, and it appears many don't pay federal taxes while posting billions of dollars in projects. During the period 1981-84, General Dynamics, General Electric, Lockheed, Boeing and Grumman either paid no taxes or received tax refunds while enjoying profitable years. In 1984 alone, forty major corporations including AT&T, E.F. Hutton, J.P. Morgan and Ashland Oil, earned \$10.4 billion in profits and received a total of \$657 million in refunds.

Easing Plant Shutdowns

The Education and Labor Committee also voted along partisan lines to report H.R. 1616, a bill designed to cushion the impact of plant shutdowns on workers and communities. The measure requires employers to give 90 days notice of a plant closing or of a planned layoff involving 50 workers or more within a one-month period. During the notice period, companies would have to negotiate with employer representatives about possible alternatives to the layoff or shutdown.

How Do You Feel About These Issues?

We would like to get your views on legislative issues. Please complete the following questionnaire and return it to: UBC, General Treasurer, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Check Yes or No to the following questions

Do you think that:

	Yes	No
The reduction of the deficit should be done with some tax increases?	<input type="checkbox"/>	<input type="checkbox"/>
Military spending should grow faster than the rate of inflation?	<input type="checkbox"/>	<input type="checkbox"/>
Immigration reform is an important issue for labor?	<input type="checkbox"/>	<input type="checkbox"/>
Legislative action should be taken to slow the rate of foreign imports?	<input type="checkbox"/>	<input type="checkbox"/>
Legislative efforts can help organizing?	<input type="checkbox"/>	<input type="checkbox"/>
Social Security should be cut?	<input type="checkbox"/>	<input type="checkbox"/>
The tax rate for corporations should be raised?	<input type="checkbox"/>	<input type="checkbox"/>
Social programs such as food stamps should be cut back?	<input type="checkbox"/>	<input type="checkbox"/>
Farm programs are important to labor?	<input type="checkbox"/>	<input type="checkbox"/>
Union members should become more active in communicating with Congress, especially when they are requested to do so by the Carpenters Legislative Improvement Committee or the local union?	<input type="checkbox"/>	<input type="checkbox"/>

CLIP AND MAIL

LOUISIANA PACIFIC

Keep the pressure on

UBC General President Patrick Campbell has urged business representatives attending the UBC regional seminars around the country to keep the pressure on L-P through continued boycott activities.

"In recent weeks L-P's stock has continued to decline in value, a decline which began with the strike over two years ago. The reason for the decline is simple, for two years our striking brothers and sisters haven't quit, nor have UBC members throughout the country who have supported the boycott and corporate campaign," declared Campbell. "L-P is learning a hard lesson: The UBC will fight attacks on any of our members for as long as it takes."

As the *Carpenter* goes to press, L-P's stock is trading at around \$18 a share, a yearly low and a 47% decline in value since June 1983, when the strike began. While other wood-product producers are experiencing modest earnings increases, L-P has been hit by the largest profit declines of any major producer in the industry.

On September 17 General President Campbell sent two significant letters regarding the L-P campaign—one to the board chairman of one of the national nation's largest brokerage houses and the other to the editor of a major business publication.

The first questions the apparent conflict between the firm's heavy investment in L-P stock and its investment counseling service.

The second attempts to correct information published by the magazine about the status of the lumber and wood products industry.

William A. Schreyer, Chairman
Merrill Lynch Pierce, Fenner
and Smith, Inc.
165 Broadway
New York, New York 10080

Dear Sir:

As General President of the United Brotherhood of Carpenters, I represent workers whose retirement funds and welfare funds hold considerable amounts of Merrill Lynch, Inc.' common stock and who utilize Merrill Lynch Asset Management investment services. As you may be aware, 1,500 members in the lumber industry have been on strike against Louisiana-

Pacific Corporation for over two years in the Pacific Northwest. The strike was precipitated by a calculated effort by Louisiana-Pacific to break its employees' union, which had reached contractual agreements with every other major producer in the Northwest lumber industry.

I raise this matter with you for several reasons. First, information has come to my attention that indicates that Merrill Lynch is the holder of approximately 4.3 million shares of Louisiana-Pacific common stock. These shares it appears are held directly in Merrill Lynch's name, as well as in accounts with various depository companies, such as the Depository Trust Company ("CEDE"). An investment of this magnitude would represent approximately 14.5% of the outstanding shares of Louisiana-Pacific.

In light of this apparent sizable stock position in Louisiana-Pacific, another aspect of your company's activities relating to Louisiana-Pacific which our funds find troubling is Merrill Lynch's role as a lead industry stock analyst of Louisiana-Pacific. Consistently since mid-1983, Merrill Lynch stock analyst reports on Louisiana-Pacific have maintained a favorable investment recommendation despite a 46% decline in the stock's value.

Without judging the quality of the company's analytical advice or the prudence of certain investment strategies, our funds as shareholders of Merrill Lynch, Inc. would like clarification and an explanation of Merrill Lynch's dual relationship with Louisiana-Pacific. Given the sharp sales and profit downturns which Louisiana-Pacific has experienced (72%, 91%, and 34% profit declines in the last three quarters), a heavy investment in Louisiana-Pacific stock is puzzling. Given Louisiana-Pacific's irresponsible actions which have destroyed the livelihoods of 1,500 workers

and their families, such an investment is very disturbing.

I would appreciate a prompt response to the concerns which I have raised. If any of the information which I have cited is in any way inaccurate, I'd welcome a clarification.

Sincerely,

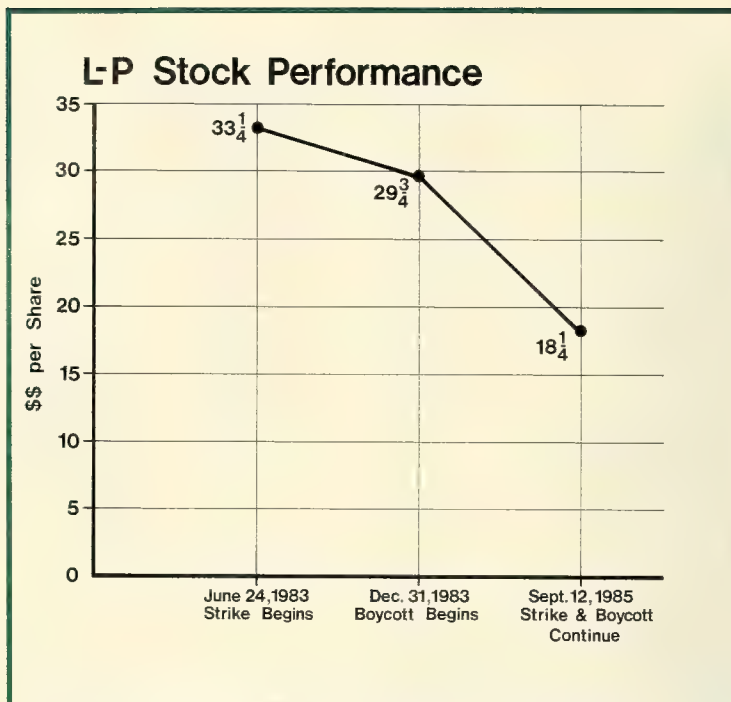
PATRICK J. CAMPBELL
General President

Editor
Business Week
McGraw-Hill Building
1221 Avenue of the Americas
New York, New York 10020

Dear Editor:

Your recent article reviewing the economic status of the large lumber producers entitled "Finally, The Lumber Giants Are Almost Out of The Woods" failed to address some of the important dynamics which are taking place in the area of labor relations in the industry. This union and its affiliate, the Western Council of Lumber Production and Industrial Workers, have taken a very responsible position on wage and benefit issues in an effort to ensure the long-term health and viability of lumber producers. The contract extensions with wage and benefit freezes which were offered wood-products companies in April of this year are a measure of our efforts in this regard.

One company cited throughout the article, as a leader in labor cost cutting and new product innovation was Louisiana-Pa-



cific. Absent from the article, however, was any mention of Louisiana-Pacific's recent economic performance, which shows it to be still lost in the woods. It's curious how a company which has supposedly led the industry in labor cost cuts and has expanded aggressively into a "high-margin" product like waferboard, can experience recent quarterly profit declines of 72%, 91%, and 34%, earning only \$.11 per share for the first six months of 1985 with a 1.4% operating margin. *Business Week's* own "Corporate Scorecard" (August 19, 1985) reveals the full dimensions of L-P's poor performance.

What the article failed to explore is why Louisiana-Pacific is not out of the woods. Since a strike began in June of 1983 by 1,500 of our members at Louisiana-Pacific

mills, we have mounted an aggressive boycott and corporate campaign against the company. A national consumer product boycott of Louisiana-Pacific products by the AFL-CIO has made hundreds of lumber retailers feel the effects of declining consumer demand for L-P products, while the corporate campaign activities have attacked company vulnerabilities in a broad range of areas.

The United Brotherhood of Carpenters has drawn the line with Louisiana-Pacific. The efforts by Louisiana-Pacific or any other forest product company to destroy the fair wage and benefit levels in the forest products industry will be vigorously countered. Louisiana-Pacific is presently paying a very heavy price for its efforts to implement its "Southern Strategy," which

is little more than a plan to substitute the poverty-level wages paid in its Southern mills for the fair wages of the Pacific Northwest.

Our members have struggled long and worked hard for the wages and benefits they receive for their work in our nation's lumber mills. This history in the industry has provided us with an appreciation of the need to operate efficient and competitive mills, but it also has provided us with a determination to fight challenges to our members' livelihoods.

Sincerely,

PATRICK J. CAMPBELL
General President

L-P Boycott Profile: New England

Far removed from the site of the struck L-P mills in the Pacific Northwest, Brotherhood members throughout New England have played an active role in fighting the company which has attacked the livelihoods of 1,500 striking UBC members. Under the direction of First District Board Member Joseph Lia and the coordination efforts of Representative Stephen A. Flynn, UBC locals in Maine, Massachusetts, New Hampshire, and Connecticut, have conducted boycott efforts which have produced a lengthy list of lumber retailers who have dropped L-P wood products.

The initial store survey in the region indicated a significant number of retailers carrying L-P wood products. With a waferboard mill in Houlton, Me., L-P had been able to obtain good market penetration on the East Coast, but the boycott activity has begun to change that picture. Lloyd's Home & Product Center stores in the region were initial boycott targets on a long list of companies including the following: Diamond International, Rickel Home Centers, Wickes Lumber, Scarritt Lumber & Supply, Channel Home Centers, and Grossmans.

Representative Flynn reports that in those areas where stores have removed the L-P products, periodic surveying of the stores is conducted to prevent reintroduction of the products. "Don't Patronize" handbilling is continuing at those stores which continue to sell L-P products, such as Channel Home Centers.

The agent and members of Local 210 in Connecticut and 475 in Ashland, Mass., have put considerable time and energy into the boycott, along with the following UBC locals: (Conn.) 24, 43; (Mass.) 41, 48, 107, 108, 111, 260, 275, 402, 424, 517, 595, 624, 815, 1305; (Me.) 621, 517, and Local 921 (NH). With L-P's stock price hitting new yearly lows and the company's continuing downward sales and profits trends, the impact of these boycott efforts is clearly mounting.



In top left photo, Bill Fogarty, John Loubien, Bill Fredettie, and Joe Barone of Local 43 outside a Channel Home Center in Enfield, Conn. At top right, Michael Cardarelli, John Miele, Gary Croteau, Harry Kalashien, and Jack Burns of Local 111, Lawrence, Mass., at a Channel Lumber Center in Salem, N.H. At center right, members of Local 24, Cheshire, Conn., leafleting in North Haven, Conn. At lower right, Local 210 members Don Joray, James Gleason, Tony Hall, Alex Shoenlebon, and Tom Southergill leafleting at a Channel Home Center in Brookfield, Conn. At lower left, Dennis McChain and Annie Chamberlain of Local 1305 in Fall River, Mass.

Ottawa Report



MATERIALS COST UP

With interest rates falling, it shouldn't be too surprising that construction costs now are headed in the other direction.

Finance Minister Michael Wilson only aggravated the problem when he raised the 6% federal sales tax on construction materials to 7% at the beginning of last month. By then, depressed contractors had already made a move of their own. Noting in spring that building fees had been static in Canada for more than a year and that owners and developers then were getting cheaper financing, they decided the time had arrived to increase their own charges and still keep overall prices where they were.

What is mildly surprising is that this year's increases range up to 8%—the strongest in three or four years and about a third higher than the average annual increase since 1968.

James Rae of Helyar and Associates, a Toronto construction consultant, didn't expect at the time that the move would dampen any demand for residential or other construction. In most cases, he says, the increases were simply a case of playing catch-up.

"Where once there was no room for contractors to bargain with developers," Rae says, "the lower cost of money now not only is attracting new business but making it easier for builders to pass on costs."

LOWER CANCER RISKS

An ongoing study by the National Cancer Institute of Canada says carpenters and plywood industry workers are significantly less likely to die of cancer than are workers in a number of other occupations.

A report published recently in *The Globe and Mail* says that while bartenders and waiters run a risk as much as six or seven times higher than average of dying of cancer, carpenters, people who work in other construction and plywood industries, fishermen, loggers, and people who work in grain elevators and general stores are in a significantly lower than average risk group.

The study, which is continuing, is the largest of its kind in the world. It began in 1977 tracking the death records of 450,000 Canadian men.

Dr. Geoffrey Howe, one of the principal researchers, told *The Globe and Mail* the study has raised a number of interesting leads but has yet provided few precise answers about the causes of cancer.

UBC WINS IN B.C. RULING

The B.C. Labour Relations Board has ruled that contractors cannot avoid union certifications by subcontracting out all their work and then claiming they are no longer in the construction business.

The LRB made the ruling on a recent case where Wall & Redekop applied to the Board for decertification from the Carpenters' union, on the basis that they had not been active in construction for more than two years. Recent Labour Code amendments allow companies inactive for more than two years to apply to have the certification cancelled, thus freeing them of any future obligations to the union.

"We challenged the company's application on the grounds that we were not satisfied that Wall & Redekop had left the construction industry," said Jeff Roger, a UBC organizer. "In reality all they were trying to do was hide from the union."

"Over the years Wall & Redekop has followed a clear pattern of setting up 'numbered companies' for each project to try to hide the real owner," Roger said.

ECONOMIC GROWTH WESTWARD

The focus of economic growth is shifting westward once more, according to the Conference Board of Canada, but Ontario continues to be the big winner in terms of economic activity.

Although the country will grow more slowly this year than in 1984, economic activity in Saskatchewan, Alberta, and British Columbia will escape the national slowdown and pick up steam this year.

The board attributes the provinces' higher growth rates to their rebound from particular difficulties which affected them last year. Despite grasshopper problems, grain farmers in Saskatchewan and Alberta should do better than last year, when a severe drought cut yields.

Alberta will also benefit from vigorous oil and natural gas exploration, development, and production, while British Columbia will not be marked down—as it was last year—by a long strike in the forest products industry.

The board said the national economy's real output this year will grow by 3.7%, down from a 1984 expansion of 4.8%. In 1986 the growth rate will slow further to 2.4%, a dampening which will be shared by all provinces.

WORK LOSS TO STRIKES DROPS

Canadian workers lost less time on the job to strikes and lockouts during 1984 than in any year since 1977, the Department of Labor reports.

The department, in a review of wage and benefits settlements and collective bargaining issues, said preliminary figures show that 3.9 million man-days were lost as a result of labor-management disputes during 1984, down 13% from the 1983 total of 4.4 million.

Of the 1984 total, four strikes or lockouts accounted for more than a million man-days lost.

Only 12% of the 547 major contract settlements reported by the department involved work stoppages.

Union Carpenters, Contractors of Colorado Launch Statewide Information Campaign

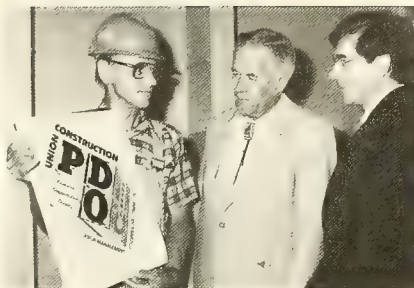
A concerted campaign to inform the public that union contractors and union labor provide the best construction value is being launched in Colorado.

The public awareness effort will be conducted by a Labor-Management Cooperative Committee composed of signatory union contractors who are members of the Associated General Contractors of Colorado and members of the Colorado Centennial District Council of Carpenters.

The campaign will emphasize management and labor's ability to cooperate and compete for work on the basis of quality, cost, and efficiency.

Theme of the campaign will be "Union Construction—PDQ," the letters standing for productivity, dependability, and quality. The slogan was the winning entry in a contest among union carpenters and contractors in Colorado, won by John Bolchunos, of Arvada, a union carpenter for 35 years and veteran employee of Al Cohen Construction Company, Denver.

"As a result of the recently-negotiated work agreement between union carpenters and contractors, union construction is now competitive with open



John Bolchunos of Arvada, Colo., a union carpenter for more than 35 years, shows his winning slogan and logo, which will be used in a statewide campaign to promote union construction, to Theodore C. Sanford, president of the Colorado Centennial District Council of Carpenters, and William P. Striegel, chairman of the Labor-Management Cooperative Committee of Colorado. As the result of a new work agreement, union construction is now competitive with open-shop work and is superior in craftsmanship and efficiency. The campaign theme will be "Union Construction—PDQ," the letters standing for productivity, dependability, and quality.

shop work price-wise, and also is superior in craftsmanship and efficiency," said Theodore C. Sanford, president of the Colorado Centennial District Council

of Carpenters and vice-chairman of the Labor-Management Cooperative Committee.

The new agreement reduces Colorado carpenters' wages as much as 34%.

It also contains a no-strike clause and provides that Saturdays may be used as a make-up day at regular wages if work time is lost during the week.

Other provisions will help assure building owners greater productivity and higher quality workmanship, Sanford said.

"The 'Union Construction—PDQ' campaign will clearly show both the public and private sectors that union construction can now produce the best value for each dollar invested," said William P. Striegel, Labor-Management Cooperative Committee chairman and management representative.

Striegel said the promotional effort "was created to meet the need to be competitive in today's construction marketplace."

"Since 1981, union contractors employing union carpenters have found that their ability to compete with open shop firms has diminished. That picture will now change," Striegel said.

Unions Desperately Need To Promote Themselves

By JIM W. PINKERTON

Editor, Kansas City Labor Beacon

Quick, it's quiz-time!

Unions could use (check only one letter):

- A) more members
- B) better public image
- C) more public relations

The best answer is "C." With more P.R.—public relations, used masterfully for years by businesses and professionals to achieve and maintain acceptability—unions could gain additional members and improve their public image.

Just talk to a typical non-union Joe and Mary America. Mention unions and don't be shocked if the couple's remarks are, "all unions do is strike for more money," and "union members already make so much money they are driving business out of this country."

These statements are false. But they reflect the feelings of many Americans.

By using newspapers, magazines, radio and television, and even billboards, in aggressive and ongoing public relations campaigns, unions could promote their attributes. The general public knows little of their splendid negotiated retirement plans, significant health and dental insurance, effective job-skills and job-safety training, and large-figure scholarships.

And the public needs to be more informed about unions' generous support of United Way and food-for-the-poor drives and members' voluntarism for renovation of historic buildings and hard work for charity and cultural fundraising drives.

Too few "typical Americans" realize unions assist members and their families in times of death, accident, illness, property loss, and unemployment—and

in more joyous times have picnics, award dinners, and retirement parties for members and their immediate families.

Unions seldom get recognition for their roles in achieving affirmative labor and management working relationships.

Unions have many attributes that go unnoticed because so few unions are using forceful public relations programs to improve unions' images and attract members.

The need for aggressive union P.R. in Kansas City was highlighted to us last week by three episodes:

- A close non-union friend who always looks for the union label was surprised when we corrected her illusion that "right-to-work" would be good for union members.

- Local TV news anchorpersons almost unanimously commented on the eve of the brief baseball strike, "We hope the players don't strike." Nothing was said about management's standoff in settlement of issues.

- A media consultant whose brother is a union member was "amazed" to hear "positive things about unions."

It is probably time for unions to get into public relations.

The old man was filled with a terrible resolve. Earlier that week his 'master' had commanded him to end his carnage of remodeling. Thirty years of bungling, not to mention the dust and inconvenience, was enough to torment any man's soul. There were to be no more delays. And now, as he walked painfully through the swirling fog towards Union Street, his ancient legs bending outward from each pounding step, he had to find the necessary help—or suffer under his master's whip-of-fire. He shuddered at the thought.

He stopped for a moment before crossing the street and adjusted the collar of his old jacket, pulling it high on his neck. Thrusting his hands deep in the pockets, he hunched forward against the cold, and walked quickly to Grims Bar. This would be his last chance.

Inside the dimly lit bar, Buck Johnson and Jerry Lassiter sipped their beers in silence. They, too, were desperate. As itinerant 'sheetrockers,' they had followed the pockets of housing tracts, pieceworking their way north from Fresno to Sacramento, and finally west to San Francisco. But much to their dismay, the Carpenter Unions in the Bay Area did not look upon piecework favorably. And now, with no money, no job, the summer of 1969 looked bleak.

"Maybe we ought to find a job by the hour," said Buck, yawning into his beer.

Jerry drained his glass and belched wetly. "Naw! We'd be bored to death. No excitement working by the hour."

"Probably so," said Buck, "but we've got to find something, soon, or we'll . . ."

Jerry yawned, "Or we'll what?" Then he turned and saw Buck's mouth drop open. "Huh?"

Buck's words were frozen in his throat as he pointed towards the door. Finally, he managed to blurt out, "What is that?"

Jerry turned, slowly. His eyes widened as he saw the old man braced in the doorway, his bulk blocking the light from the street, his piercing green eyes surveying the bar.

The old man closed the door behind himself and began to walk among the tables. Each step was agony, sending blankets of pain up his legs. He ignored the stares of the onlookers, and noticing Buck and Jerry, walked the few remaining steps to the counter.

His voice sounded like a coffee can full of marbles. Deep, resounding, and garbled. "You strapping young lads looking for honest work?"

Jerry started to ease off the stool. "Whatever."

"Well, lads," said the old man, "then I have found thee."

Buck pulled Jerry close to him and whispered into his ear, "Jer, let's get the hell outta here. This guy's nuts."

"Wait a minute," Jerry whispered back. He turned to the old man. "What kind of work do you have for us?"

Smiling, exposing a full set of teeth stained yellow and brown, the old man rubbed his hands together, "Aye, Laddies . . . it is honest work. I assure you. My 'master' wishes to have his 'wee' house redone. It is hard work, but my 'master' pays well."

Buck and Jerry looked at each other, both mouthing the word, 'master'. It was Jerry

The Third Partner

A Halloween Story by John Sheridan



who asked of the old man, "And where is this 'wee' house?"

The old man pointed with a gnarled finger. "Up there, Laddies . . . up there on Green Street. Come with me and I will show thee."

Buck looked into the street and the thick, menacing fog. He glanced at his watch. Eleven-thirty. "Noo . . . I don't think so."

The old man's voice was almost pleading. "It is but a short distance, young man."

"That's what Columbus told his men," blurted Jerry. "Besides, my partner's right. It's too late, too dark."

The old man became agitated. "My master has plenty of lanterns by which to see. Come, laddies . . . let me show you the way," he implored.

Jerry looked the old man squarely in the eyes. "Lanterns?"

"Aye, laddie." The old man looked around for a moment, making sure no one was in ear-shot. Then, lowering his voice to a garbled whisper, confessed to the young men. "They came from my master's ship . . . when he sailed the oceans in search of the great whales."

Buck's legs nearly went out from under him. He grabbed his partner's arm. "Jer, I need another beer."

Jerry ignored him. He regarded the old man. "W . . . wh . . . whales?"

The old man nodded, his thick, bullneck bulging with pride, his eyes distant. "Aye, shipmate."

"Let go of me," Jerry barked, trying to break free of Buck's grip. "And stand up straight."

"Jerry," whispered Buck. "C'mon, let's get outta here. This guy's from another planet."

"Well, laddies," said the old man, slapping his hands on the bar, "what will it be?"

Jerry pulled a ragged business card from his wallet and handed it to the old man. "Here, write the address on this. We'll be there in the morning."

As the old man was writing, he asked Jerry, "And what time will that be, young man?"

Jerry shrugged, looking at Buck for approval. "About eight?"

The old man grimaced, his brow furrowed like the waves in a raging storm. One more delay—one more empty reason for not finishing his master's house, and he would be keelhailed. That much he knew. God, how he hated the Twentieth Century. "Very well," he sighed. "I will tell my master you will begin at eight-bells. I suppose that is a good time to start honest work. However," he added, "in my days we started before first light."

Buck was going to comment on that, but decided against it. "Yes, sir," he said, weakly. "But first we must look at this . . . wee house."

"Then it is settled," said the old man. He swaggered from the bar and disappeared quickly into the swirling fog. Too quickly.

The next morning, precisely at eight, the partners appeared at the house on Green Street. Reeling somewhat from the effects of too much beer the night before, they craned their heads back and looked up at



the adventures of two itinerant 'sheetrockers' in an old San Francisco mansion

the four-story Victorian mansion. It boggled their minds.

"Phew-ee," exclaimed Buck. "This is a 'wee' house?"

"Yeh," said Jerry, his hands planted firmly on his hips. "Wonder what the old man wants us to do?"

"I don't know," said Buck. "But whatever it is, I think we found a sleeper."

"Good morning, young lads," the old man boomed, climbing the stairs from the basement. "Are you ready to start work?"

Startled, the boys spun around, their heads spinning. "Good morning," Jerry managed to utter. When his double-vision subsided, he asked the old man, "What do you want us to do?"

The old man beckoned with his gnarled finger. "Come, I will show thee." He led them down the stairs to the musty smelling basement, its earth floor reeking from years of mildew. Signaling them to wait for a moment, he struck a match to a brass lantern.

In seconds, the chasm of the mansion glowed with an eerie yellow.

"Follow me," he said, taking the boys down deeper into an abyss.

"Stop bumping into me, Buck," ordered Jerry, "and take your hand off my shoulder."

Buck's voice echoed in the dark chambers. "Let's get out of here."

"Shut up and stop touching me, will ya?" Jerry whispered.

After what appeared to be many minutes, the old man stopped walking and held the lantern high. "There, young lads."

Jerry stopped in mid-stride. Ahead and slightly to the left was a plateau of drywall, its height touching the bottom of the floor joists.

"Lord, love a sheetrocker," Buck murmured.

"Strong lads," the old man began, "my master would like you to take these panels of bird droppings and secure them firmly to the walls and ceilings of this house. For this . . . he will pay you handsomely."

"How much is handsomely?" Buck chattered.

"My master is a generous man. He will pay you the prevailing rate."

Buck leaned forward and whispered into Jerry's ear "I wonder from what year?"

"Buck," Jerry said angrily "get your hands off my shoulder."

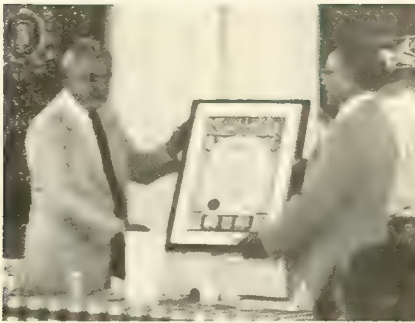
He turned to the old man, "Sir, could we take a walk around the house?"

"Most assuredly, laddie, come with me."

The lantern preceding him, the old man led the boys up a long, dark flight of stairs, emerging into the servants quarters. He blew out the lantern and set it aside. From there they passed through the enormous kitchen into the formal dining room. Eventually working their way through the living room, sitting room, and bathroom, and the large study. Jerry's mind sucked in the enormity of the great house. It seemed endless. Another flight of stairs and they were on the second floor containing five bedrooms. Each enormous. Each with its private bath and separate boudoir. More stairs, only circular, sweeping upwards in an arch to the third floor that the old man said was the master's bedroom. For Jerry and Buck it seemed

Continued on Page 26

LOCAL UNION NEWS



Second General Vice President Pete Ochocki presents the Four Corners charter to General Representative Al Rodriguez at left above. Founding members of the council, shown at right include, front row, from left: UBC Rep. Mike Draper; Rodriguez; Jerry Martinez, Local 1385; Robert Baca, Local 2867; Mike Barela, Local 2867; UBC Rep. Gilbert Vigil; Jose Cazares,



Local 2772; Louis Corrales, Local 2517; and Joe Hunstiger, Local 2772. Back row, from left: Elmer Garcia, Local 1385; Second Vice Pres. Ochocki; Doug Harmon, Local 2867; Lucas Torres, Local 2867; Dave Miller, Local 2772; Waldo S. Montoya, Local 1385; Dickie Duran, Local 2517; Assistant to the General President Mike Fishman; and UBC Rep. Burke Smith.

Four Corners Industrial Council Chartered at New Mexico Meeting

Five local unions in the Four Corners area of the Southwest—where New Mexico, Arizona, Colorado, and Utah meet—joined forces on June 8 to become the Four Corners Industrial Council of the United Brotherhood.

A founding convention was held at the Carpenters Union Hall in Albuquerque, N.M., where Second General Vice President Anthony Ochocki presented a charter to the delegates. General Representative Al Rodriguez served as chairman of the gathering.

The local unions which make up the new council include Local 2772, Flagstaff, Ariz.; Local 2517, Cuba, N.M.; Local 2867, Albuquerque, N.M.; Local 1385, Espanola, N.M.; and Local 2322, Raton, N.M.

Mike Fishman, assistant director of organization for the UBC, led the delegates in a recitation of the Brotherhood obligation. The bylaws were presented by Robert Baca of Local 2867 and were duly adopted.

Among the guests of the convention were Mike Draper, staff representative of the Western Council of Lumber, Production, and Industrial Workers, who described for the group the continuing struggle against the Louisiana-Pacific Corporation and the cooperative efforts of the UBC and the International Woodworkers Association. The convention adopted a resolution to give strong support to the LP boycott.

Neal Gonzalez, executive secretary of the New Mexico State AFL-CIO, urged the delegates to play an active role in the politics of their respective states, pointing out that New Mexico has faced several attempts to enact "right to work" laws and reduce or eliminate apprenticeship training programs, but labor has successfully defeated such actions.

"Politics is our bread and butter," he said. "Our only chance is to see that every member is registered to vote."

A slate of officers for the new council was nominated and elected. They include: Robert Baca, president; Dave Miller, vice president; Louis Corrales, warden; Lucas Torres, conductor; and Waldo Montoya, Jose Cazares, and Mike Barela, trustees.

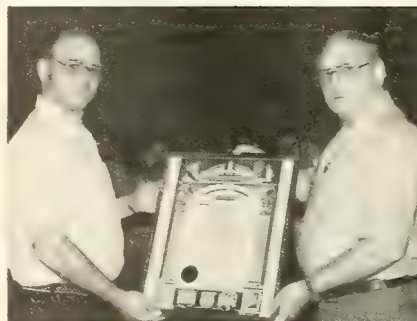


DRAPER



FISHMAN

Residential Charter



A new charter was issued recently for the residential carpenters of Washington State. Charter Number 456 was issued with statewide jurisdiction to James Kerlee, executive secretary of the Washington State Council of Carpenters. The new local's office will be located in Renton. Pictured is Kerlee, left, receiving the charter from 7th District General Executive Board Member H. Paul Johnson.

Philadelphia Fund in Union-Built Plan

Three pension plans have invested a total of \$13.4 million in the Multi-Employer Property Trust (MEPT), the nation's largest mixed real estate investment fund specializing in union-built new construction.

The new participating funds are:

- U.A. Local Union and Officers Employee Pension Fund, Washington, D.C., \$10,000,000
- Laborers Pension Fund, Chicago, \$2.4 million
- Carpenters Pension and Annuity Fund of Philadelphia and Vicinity, \$1 million.

The addition of these funds brings the total value of the MEPT fund to \$226.8 million.

The announcement was made recently by Landon Butler, a member of the MEPT policy board. "The addition of these three new pension plans makes this the MEPT's largest quarter in terms of growth in its three year history," Butler said. "MEPT welcomes these new participants to the fund. We are extremely gratified with the confidence they have shown in our fund's performance." Sixty-seven pension plans are now investors in the MEPT.

Organized in 1982, the Multi-Employer Property Trust has become one of the five largest bank pooled real estate funds in the United States. The program has 24 commercial properties in its portfolio in states from Alaska to Florida.

The trustee and custodian for the Multi-Employer Property Trust is the National Bank of Washington (NBW), Washington, D.C., which has total assets of more than \$13 billion.

The investment advisor of the MEPT is Kennedy Associates Real Estate Counsel, Inc. of Seattle, Wash., which manages more than \$500 million in real estate assets. Its parent company, Kennedy Associates, Inc., manages more than \$2.5 billion in assets for 60 Taft-Hartley clients across the country.

'85% in '85' Drive Active in Arkansas



The Southern Industrial Council's campaign for new members, working under the slogan, "85% in '85," is making progress in Arkansas. Rep. Ed Fortson reports that six members of Local 2289, Lewisville, Ark., shown above, have completed the special steward training for the campaign and are now enlisting support. The group has filed several work grievances and obtained satisfactory settlements in the Falcon Products plant.

The training program graduates include, front row, from left, Dawney Smith, Johnnie Walker, and Cleve Tatom. Back row, from left, Deloris Adams, James Turner, and Joann Henry. The "85% in '85" campaign began in March, and "free riders" in Southern industrial plants are urged to "get on board the U.B.C. Express."

Record 36 Years For Local Secretary



At a recent meeting, Local 633, Granite City, Ill., bade farewell to its 36-year recording secretary, Ed Vaughn. In addition to his duties as recording secretary, Vaughn has served as president of the Madison County and Vicinity Carpenters District Council, as a delegate to the council and to the Tri-City Trades and Labor Council, and as president of the examining board.

Pictured, from left are: Madison County Circuit Judge Andrew Matousian, an amateur woodworker who created the plaque Vaughn is holding; Vaughn; Dorothy Vaughn; and Charles Muenstermann, district council secretary-treasurer and business manager.

Local 633 is curious to know if Vaughn's 36 years as a recording secretary is a record. Can any other local secretary surpass it?



The "85% in '85" organizing committee of Local 2271, employees of the Alan White Furniture Company of Stamps, Ark., have completed special training. They include, front row, from left, Rosa Lee Hooker, Paulette Taylor, and Marjorie Harrison; back row, Clara Evans, Ophelia Smith, and Willie R. Robinson. Raymond Fields, shown at right, below, is also a member of the committee. The "85% in '85" campaign is underway in all eight states served by the Southern Council. All are so-called "right-to-work" states.



New members of the UBC, signed up by Local 2280, McComb, Miss., as part of the "85% in '85" effort. They include: Rosa Mae Bates, Michael Bonds, Bobby D. Etheridge, Roddie Varnado, Sallie Mae Jefferson, Willie Pearl Crossley, John Powell, Edna E. Chessser, and Herbert Chessser.

'Official' License



Tony Delorme of Marion, Va., a business representative for the UBC's Mid-Atlantic Industrial Council, believes in making his work official. He has a "UBC & JA" Virginia auto license plate, and the UBC emblem is on the extra-tire cover of his van.

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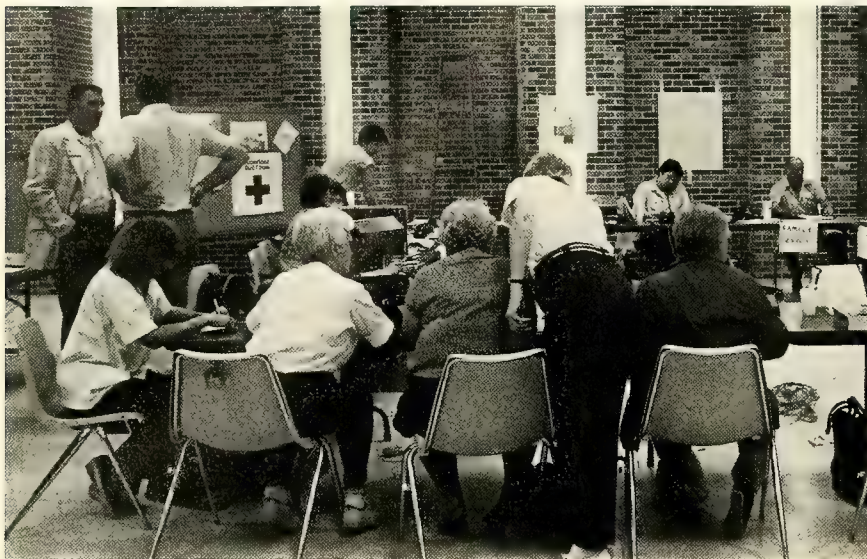
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WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:



Union volunteers in Baton Rouge, La., coordinate Red Cross relief services.

READY FOR ELENA

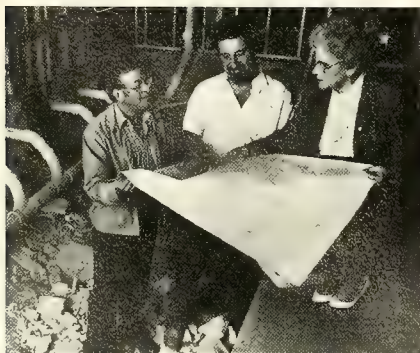
Hurricane Elena may have blundered around in the Gulf, but labor's community service resources didn't. As of September 4, no less than 15 local union halls in the Florida-Mississippi-Louisiana region were activated for the Red Cross to use as administrative headquarters, service centers, or bases for skilled volunteers through the efforts of the Community Services' Disaster Coastline Project, according to Chuck Johnson and Dwight Patrick, liaison staff with the ARC southeast and midwest regions, respectively.

The pre-wired union facilities included,

by city, were: Baton Rouge, La.—IBEW 995; Biloxi/Gulfport, Miss.—IBEW 903; Gainesville, Fla.—CWA 3105 and IBEW 1205; Hattiesburg, Miss.—ACTWUA 563; Lafayette, La.—IBEW 901; Mobile, Ala.—IBEW Locals 345 and 505; Panama City, Fla.—Boilermakers' Local 111 and IBEW 1001; Pascagoula, Miss.—Carpenters' Local 569, IBEW 733, and Plumbers' Local 436; Pensacola, Fla.—IBEW 676; and Tampa, Fla.—IBEW 824.

On the plus side, Elena afforded the Disaster Coastline Project a good workout. All of the Red Cross's disaster management centers were housed in union halls.

TO BATTLE HUNGER



AFL-CIO Community Services Rep. Carole Catlin checks new warehouse layout for a labor-operated food bank in Warren, Ohio. The facility was built by volunteer UBC members, union electricians, bricklayers, and plumbers. The food bank had fed more than 100,000 unemployed persons since November 1982.

HELPS DISPLACED

Ed Brumbaugh, business representative of Local 912, Richmond, Ind., recognized the fact that his charitable donations were often too small to make a difference. He wanted his contributions to have an effect, so now he is involved in the work of the United Way of



BRUMBAUGH Wayne County. His support is made stronger by community support. When a Richmond area factory was closed last December, Brumbaugh, in his position as chairman of the Richmond Area Labor Council, was able to acquire financing for a program to aid displaced workers. That program is now the basis for another program being developed to assist the workers at Richmond Gear, another plant that is closing its doors.

Carter Carpenters



Former President Jimmy Carter, in an official UBC baseball cap, spent a week in New York City recently working with Habitat for Humanity, a non-profit Christian group that aids the homeless and destitute. He and his wife Rosalyn, were assigned various jobs, including cutting plywood and nailing it down for the subflooring. The former White House residents acknowledged that they were seeking media attention to help raise funds for this and other Habitat for Humanity projects. The \$700,000 rehabilitation will turn a lower East Side tenement from a six-story, burned-out shell into affordable housing for 19 neighborhood families. The Carters were joined by more than 40 others from Georgia, Maryland, and South Carolina for their New York activity.

AID TO Y.W.C.A.

The Boulder County, Colo., YWCA is thankful for UBC Member David Kust and his help in making a new YWCA retail education program, Replay Sports, a success. Kust, a member of Local 510, Berthoud, Colo., donated his labor to build a check-out counter for the project.

Said Julie Golden, Replay Sports director: "David Kust quickly responded to our request for help. He gave over 20 hours of labor in designing an building the counter. We are very pleased with his work ... David is a neat worker both on the structure and in his considerate manner of cleaning the work site. It was a pleasure to have him in the store."

APPRENTICESHIP & TRAINING

Georgia State Contest Winners



The Georgia State Council of Carpenters recently held its annual Apprenticeship Contest, hosted by Local 283. The left picture shows, from left, carpenter winners Robert Wren, third place, Local 256; Randy Robinson, first place, Local 225; and John Ledbetter, second place, Local 537. The picture to the right shows, from left, Millwright winners, Doug Sorrell, third place, Local 256; Don Creech, second place, Local 537; and John Freizer, first place, Local 1263.

New Journeymen in Central Florida



The Central Florida District Council's Joint Apprenticeship and Training Committee recently graduated a new class of journeymen who are pictured above. Front row, from left, are Warren VanderVoort, John Tritt, and Marshall Christian. Second row, from left, are Tyrod Mitchell, Guillermo Benavides, Linda Gibbs, Roy Eden, and Barry Newton. Third row, from left, are Audin Anderson, Harold Watson, Russell Strouse, Terry Lewis, Mitchell Daly, Christopher Elfrink, and Jeffery Parry. Back row, from left, are Frank Myers, Kenneth Ploch, and Richard Gladowski. Not pictured are Dennis Banks, Gary Dodge, Michael O'Brien, Michael Trembley, and Robert Wooley.



Florida Winner

The first place winner of the Florida State Apprenticeship Contest is pictured above with his trophies and a plaque and visiting Brotherhood dignitaries. From left, are R. Bruce Peck, contest coordinator; E. Jimmy Jones, retired 4th district general executive board member; Christopher Elfrink, contest winner; Jack Partridge, general representative; John Oglesby, executive secretary-treasurer of Central Florida District Council.

Advanced Training in British Columbia

An opportunity for advanced training is available to carpenters in every district council in British Columbia through courses sponsored by the Carpentry Apprenticeship Joint Board's Carpentry Trades School there. A dozen courses ranging from math and layout, through tool sharpening and finishing, to splicing and blueprint reading are offered. Over 1,000 carpenters have already taken advantage of this training. For more information, B.C. members should contact their local union.

The one-day seminar helps displaced workers learn about services that are available to them, such as: unemployment benefits, food stamps, legal services, Social Security, etc. It shows them how to use public agencies and human services directories, and is open to salaried and hourly workers.

PETS Grads



This year's graduating apprentices from Trenton, N. J., Local 31's PETS program pictured above, front row, from left, are Thomas Gafgen, Andrew Dudich, Brian Connally, and Paul Robinson. Second row, from left, are Apprentice Chairman James Capizzi, Business Agent Thomas Canto, Apprentice Secretary Robert Bogdan, and Coordinator Charles DiFranco. Absent at the time of picture taking were Apprentice Graduate Gary Rumianowski and Coordinator Sam Secretario.

Wheeling Grads



Local 3, Wheeling, W. Va., was pleased to have General Secretary John Rogers on hand to congratulate its newly-graduated carpenters. Pictured, from left, are Robert Campbell, business representative; new journeypersons Elaine Norris and M. Cathy Smith; and General Secretary Rogers.

Labor News Roundup

Reader's Digest features 'Brave Band of Unionists'

The September issue of *Reader's Digest* features an article on the work of the AFL-CIO American Institute for Free Labor Development (AIFLD) in promoting democratic trade unions in Latin America.

Titled "Bill Doherty's Blue-Collar Freedom Fighters," the article by Donald Robinson describes how Doherty and the AIFLD staff battle the totalitarian forces of the right and the left. Because their lives are on the line, they are called "a brave band of trade unionists."

The most important and enduring work of AIFLD has been in the training of trade union leaders. The article said some 469,000 trade unionists have studied union administration, collective bargaining and democratic principles under AIFLD teachers in 17 nations.

More than 4,000 labor leaders have taken a six-week course at the George Meany Center for Labor Studies in Silver Spring, Md., and many have risen to leadership posts.

Maritime Trades warn of tuna industry decline

AFL-CIO Maritime Trades Department President Frank Drozak has warned that the U.S. tuna industry is in danger of extinction unless Congress corrects a tariff on water-packed and oil-packed tuna. In a letter to Rep. Sam Gibbons (D-Fla.), chairman of the House Subcommittee on Trade, Drozak said a glut of imported tuna is seriously undercutting domestic tuna prices because of foreign government subsidies and low-wage labor. He said U.S. cannery and production workers have suffered job losses or accepted wage and benefit cuts in the last few years, so the "only remaining logical, workable, equitable mechanism" is for immediate government action to establish parity in the tariff rate.

Ironworkers' leader succeeds Cooney on Maritime Board

Jacob F. West, secretary of the Iron Workers, has succeeded Iron Workers Vice President Robert E.P. Cooney as the union's representative on the AFL-CIO Maritime Trades Dept.'s Executive Board. Cooney recently retired from his union post.

A little picketline help from Bruce, 'The Boss'

Service Employees Local 85, which represents ushers, ticket takers, doormen, and security guards at the Cleveland, Ohio, Municipal Stadium, gained support during a pending strike from rock star Bruce Springsteen.

Springsteen, well-known to unionists for his music celebrating the working class and his contributions to union food banks nationwide, informed concert officials that he would not cross a union picket line to perform at the sold-out stadium show there.

After Springsteen made his position clear, a special agreement with Local 85 was worked out to avert the strike, and the show for an estimated crowd of 71,000 went on as planned.

President advised to sell trade deficit for Peoria

As the U.S. continued to lose thousands of jobs each month to a flood of low-wage imports, President Reagan threatened to veto any "protectionist" legislation and the Democrats took him head-on.

Rep. Morris K. Udall (D-Ariz.), speaking for the Democrats—and probably for nervous Republicans up for reelection next year, said the huge trade deficit is "a loaded gun" created by Reagan Administration policies.

"If you really want to see a record-shattering \$150 billion trade deficit, don't look in the financial pages," Udall said, adding:

"Go to Peoria, Ill., and take a look at the near-empty employees' parking lot of the Caterpillar heavy-equipment plant. Visit one of the 13 copper mines shut down in Arizona. Visit a shoe factory in North Carolina or a textile mill in South Carolina. Visit an abandoned steel mill in Ohio, or an auto plant in Michigan."

Canadian Prime Minister avoids picket line

Canadian Prime Minister Brian Mulroney recently changed plans at the last minute to avoid crossing an Air Canada picket line of striking flight attendants, according to the *Wall Street Journal*. As a former management lawyer, he claims ties to labor and decided it was politically prudent to avoid the line.

New York Congressman refuses to cross hotel picket line

A courageous act for Rep. Mario Biaggi (D-N.Y.) was when he refused to cross the Hotel Employees and Restaurant Employees picket line. A fund-raising event had been scheduled at the Sheraton Centre Hotel in New York in his behalf but when he got to the hotel he said, "I wouldn't think of going through this picketline." Fund-raising guests and picketers cheered as he told arriving guests to hold onto their contributions until the rally was re-scheduled.

New Jersey billboards part of IUC's effort for 'Buy American'

The "Buy American" Billboard Campaign in New Jersey is sponsored by the state Industrial Union Council. The IUC message on 25 billboards in strategic spots around the state is part of their overall effort to get a "Buy American" law in New Jersey. The bill grew out of the IUC's previous success in ending a proposed experiment to use Volvos as the state police car. Lobbying by the IUC convinced the governor to end the Volvo experiment. There is a bill, that has passed the house and the senate, requiring state purchases of \$2,500 or more to be of U.S.-made products. The bill awaits the signature of Governor Keane.

Needle trades union bargains with members at N.C. plant

Union employees at the worker-owned Busy Needle sewing factory in Hendersonville, N.C. will soon find themselves in the unique position of bargaining with their own union. The new members of the Amalgamated Clothing and Textile Workers Union will really exemplify workplace democracy when they negotiate with ACTWU, in effect with themselves.

Allied Printers win suit over misuse of label

The misuse of the Allied Printing Trades Label resulted in a \$2,500 violation award. A union employer/member in Dallas, Tex. noticed the misuse of the label in a political advertisement and brought it to the attention of the Dallas local. It was verified that the printing was done in a non-union shop. The suit was settled for \$2,500 because the label is a registered trademark, patented, and protected by copyright laws from infringement.

Common Solvent Is Cancer Suspect

Methylene chloride (or dichloromethane), a solvent common in furniture lacquers, paint removers, spray paints, and metal cleaning, is the latest solvent to be suspected of causing cancer in humans. A study just released by the National Toxicology Program of the U.S. Department of Health and Human Services found methylene chloride to cause cancer in rats and mice. Chemicals that cause cancer in experimental animals are normally suspected as human carcinogens (cancer agents) and should be handled with extreme caution.

The United Auto Workers' union immediately petitioned OSHA to lower the permissible exposure level for methylene chloride to reduce the cancer risk to workers. NIOSH (the National Institute of Occupational Safety and Health) is preparing a hazard alert bulletin on the problem. Such an alert was also just published by the California State OSHA Program. The Environmental Protection Agency is also considering action against this chemical.

On September 3 UBC Gen. Pres. Patrick J. Campbell sent a letter to Patrick Tyson, acting assistant secretary of labor for OSHA, informing the Department of Labor that the Brotherhood joins the UAW in seeking an emergency temporary standard for the use of the chemical.

In addition to its use in industry, methylene chloride is used to decaffeinate most coffee, and may pose a risk there as well.

Baltimore Members Test Sun Exposure

Too much exposure to sunlight may present a hazard to construction workers. Some scientists believe that excessive exposure to ultraviolet light (a component of sunlight) can damage your eyes and contribute to cataracts.

This summer Dr. Frank Rosenthal of Johns Hopkins University actually measured sunlight exposures of 21 UBC members on a construction site in Baltimore. Dr. Rosenthal attached a film badge to sunglasses that he had the members wear. The measured levels were capable of causing eye irritation and were comparable to levels of another group studied—fishermen on the Chesapeake Bay. The highest levels were found in workers on upper floors

who were not wearing hats. High levels occurred even in shaded areas, and may have been due to reflection from the concrete.

As a prudent measure, Dr. Rosenthal suggested that exposure should be minimized by wearing sunglasses, making sure, however, that this safety measure doesn't interfere with visibility and safety on the job.

EPA Asbestos Rule for Public Employees

Currently, OSHA regulations do not apply to state and local government workers unless they are in states with their own OSHA program—meaning in 26 states, workers have no coverage or protection. The Environmental Protection Agency (EPA), in response to a petition from the Service Employees Union (SEIU), recently published a new regulation that fills in that gap by extending the OSHA asbestos regulation to cover these public workers doing asbestos abatement work.

The rule went into effect immediately on July 12th, but EPA is asking for comments on how it should be improved or modified. The rule will no doubt be structured similarly to the new OSHA asbestos standard to be published this fall, with one major difference. Whereas under OSHA, violations carry a maximum penalty of \$10,000 and six months in prison for willful violations of the law, willful violations of the EPA rule can cost an employer up to \$25,000 for each day in violation, and up to one year in prison.



Wood Dust Exposure Above UBC Standard

Local Union 2679 in Toronto recently participated in a study concerning the effect of wood dust on lung function. The study, published in the July 1985 issue of the *Journal of Occupational Medicine*, studied 50 cabinet makers exposed to wood dust and compared their lung function and symptoms with 49 hospital workers not exposed to wood dust.

The cabinet makers showed more eye and nose irritations, cough, sputum, wheeze, shortness of breath, allergies, and hay fever than the hospital workers, although some of those differences were not large, and may have been due to chance. About 1/3 of the cabinet makers showed a change in lung power over a workshift (a 5% or more decline in lung capacity) compared with only 1 in 8 of the hospital workers.

The authors concluded that "the data suggest that all workers in the trade may be at risk of developing some deterioration in their lung function with continuing exposure to the woodworking environment." Wood dust levels averaged only 1–2.6 milligrams per cubic meter, well below the OSHA limit (15 mg/m³), but above the level the UBC requested last March for a new standard (1mg/m³).

Rare Blood Cancer Among Certain Trades

Scientists at the National Cancer Institute recently published a new study on cancer among furniture workers in North Carolina (April 1985, *Journal of the National Cancer Institute*).

They discovered a higher than expected rate of a rare cancer called multiple myeloma*, particularly among workers born before 1905, and who died before the age of 65. Multiple myeloma is a cancer that affects the blood and the blood-producing cells in the bone marrow. Several other studies have identified this particular cancer as associated with woodworkers. Multiple myeloma has also been found at higher levels in hairdressers and cosmetologists, chemical workers, asbestos-exposed workers, agricultural workers, atomic bomb survivors, and radium dial workers.

What particular chemicals or exposures might be causing this rare cancer in these very different occupations is, of yet, unknown.

* Multiple myeloma represents about 1% of all new cancer cases each year. About 7,200 people die each year from this type of cancer.

The Third Partner

Continued from Page 19

ridiculously grandious. One last flight of stairs and they were on the fourth floor. A large room with a small bathroom on one side and, as would be expected in San Francisco, a wide dormer window that once commanded a view of the Golden Gate. All-in-all, it was mind-bending.

But, something was wrong. After a long period of silence in which Jerry paced about, he confronted the old man with "Do you realize how much work is involved here?"

"Yes," the old man said. "I am aware of the amount of work."

"Are you really?" asked Buck.

"Yes," said the old man. "But let us not trifle with time. It is of no significance. How much will you charge?"

"I don't know," said Jerry, looking up at the 12-foot ceiling. "I think you are going about this all wrong."

"How's that, laddie?"

"Well, for one thing, I think you should strip all the lath and plaster. Makes for a better job."

The old man shook his head vehemently. "That is not possible. My master will not hear of such a thing. He believes in the value of previous labor. He will not waste what money he has forthrightly given."

Buck furrowed his brow. "What?"

Jerry regarded his partner. "Shut up, Buck, and stay clear of me." He returned his attention to the old man. "OK. But who is going to carry all that rock—ahh—panels up there?"

The old man smiled wide, exposing a full set of teeth stained yellow and brown. "You strong lads."

"No way," Jerry countered. "We're just sheetrockers. I suggest you hire a professional stocking company for that, or do it yourself."

The old man pondered for a while. "How much do you think they will charge for such a service?"

Jerry shrugged and looked around, mentally estimating the amount of square footage. "Oh, about \$200.00."

The old man erupted, coughing violently. "That is outrageous! My master will not hear of such piracy."

"Wait until he gets our bill," Buck murmured.

"Shut up, Buck," said Jerry. Then to the old man, "That is pretty cheap."

Remembering his master's admonition, the old man's face went from anger to complacency in a matter of seconds. "Very well," he sighed. "I will take this matter to my master's attention. In addition, what will I tell the great man you will charge to do this work?"

The partners looked at each other communicating with their eyes. When Jerry was certain they were in agreement, he turned to the old man. "I am afraid his job is too big for a lump sum price. The only thing we can do is charge by the hour, ten bucks cash."

The old man's mouth fell open, his fists in tight balls. "That is piracy! I said my master is a generous man. I did not say he is a fool."

Buck shrugged his shoulders. "Then find

someone else." It was a dangerous statement, considering they needed the money.

"I do not have the time," the old man seethed. After a moment of thought he said, "Wait here, lads. I will present your offer to my master." And he was gone.

They moved about the room, touching the oldness of the walls, feeling the presence of something strange waiting for the old man to return. A creak, a scrape, each sound causing Buck to jerk nervously, until they heard the footfalls of the old man returning, shuffling slowly up the stairs. They moved closer to each other taking comfort in their nearness.

"My master is greatly disturbed at your offer," said the old man, out of breath. "He feels you are striking the Jolly Roger . . . But," he rasped, "his bride-to-be is due from Spain in a few weeks. Therefore, it is well that we have this done. You will work fast and do the proper job. If you are in agreement, your offer is accepted, though my master is greatly displeased. You will begin work in the 'morrow. Do you have the proper tools?"

Jerry chuckled, respectfully. "Yes, sir . . . we have the proper tools. However, we'll need about ten boxes of nails . . . eights should do it . . . and a six-foot scaffold."

The old man rubbed his hands together, finalizing the deal. "Very well. I will arrange for all the items you need. In addition, I will have those large panels located throughout the house. This I will do for you, laddies . . . if you work fast."

Jerry frowned. "Ahh, sir . . . it will take two days to stock those panels." He looked at his watch. Ten-thirty. "It's kind 'a late for today, isn't it?" But something told him it was not too late.

The old man did not comment. He folded his arms across his barrel-chest, and smiled, his eyes all but buried behind the folds of his leathery skin, his stained teeth clacking in a staccato of delight.

The next morning, true to his word, the old man fulfilled his promise. Standing on the second floor of the Victorian mansion, Jerry and Buck looked around, their mouths open in amazement. The sheetrock was stacked as neatly as a deck of playing cards, the zippers removed. And in each of the long hallways, strategically located, were the boxes of nails. Everything was meticulously ready.

Except for Buck.

He took hold of Jerry's arm and pulled him into one of the bedrooms. "Listen, do we really need this?" he said, looking around. "There's always welfare."

"What's the matter with you?" said Jerry, pulling his arm away. "And stop grabbing on to me. Someone might get the wrong idea."

"Jer", this place gives me the creeps," said Buck, every muscle in his body ready to move.

Jerry's eyes rolled back. "Listen, this is nothing more than a rat-job. Unusual, I admit . . . but we made a deal."

"Yeh," said Buck, his eyes wide. "A deal with the Devil."

"You're crazy," said Jerry, grabbing Buck by the arm and leading him up the stairs to

the fourth floor den. "C'mon, the scaffold should be up here."

It was. The new aluminum shone in the morning sun.

"Okay," said Jerry. "I suggest we start here and complete each floor as we go. Work our way down."

"Down to where?" asked Buck, unable to blink.

"To the basement," Jerry smiled. "Where the spooks and monsters live."

Buck started to shake. "Don't say that, Jer' . . . It gives me the willies."

"C'mon, let's get to work," said Jerry.

It took five days to complete the fourth floor, and during that time, the old man did not make an appearance. Which suited Buck just fine. But on the sixth morning, after they broke down the scaffold and carried the sections to the third floor, Buck remembered that he left his tools in the fourth floor bathroom. As he climbed the stairs slowly, cautiously, and stepped into the large room, a horrible feeling of loneliness flooded his senses. "Mommie?" he said automatically, bug-eyed.

Jerry finished setting the scaffold up, snapping the crossbraces into place, setting the box of nails on the platform. He rolled it towards the window, and waited for Buck. Finally, after a good five minutes, he turned and went for the stairs. Buck was there, ashen as death, his eyes wide with fear.

"Now what?" said Jerry, disgruntled.

Buck forced a smile, his cheek muscles seeming to crack from his granite-like position. For a moment he couldn't speak, until Jerry punched him on the shoulder, lightly. "J . . . Je . . . Jerry, didn't we 'rock' the upstairs bathroom? Please tell me we did."

Jerry stepped back. "Of course we did, dummy."

Buck began to shake his head, uncontrollably. "No, we didn't."

Jerry looked at Buck with a jaundiced eye. "You're going bananas, you know that?"

"Uh-uh!" Buck released his white-knuckled grip on the banister and put his hand to his forehead. "No. Jer' . . . I'm going crazy. I swear we 'rocked' that bathroom. Didn't we?"

"Tst! C'mon," said Jerry. The two of them pounded up the stairs to the fourth floor den, and the bathroom. They approached the door slowly. Jerry's calloused hand turned the knob, and the door opened slowly. It creaked.

"Easy," Buck warned.

Resolved, Jerry took a deep breath, and flung the door open. He sucked in a lungful of air. Buck was right. They had forgotten to 'rock' the bathroom. Or so it seemed.

"S . . . s . . . see?" Buck stammered. "I'm not crazy."

Jerry looked at the bare plaster walls for a frightful moment, then turned to Buck. "Then I am. I know we 'rocked' this bathroom. Don't you remember? I finished nailing it off while you went for coffee."

Buck started to shuffle backwards. "Yeh. you're right . . . I remember . . ." Reaching the stairs, Buck clutched the railing with both hands. "Jer' . . . let's get the hell outta here. Something's wrong."

Continued on Page 28



Long Distance Service: The Choice Is Yours

By now you've all heard Joan Rivers' reasons for choosing MCI, Cliff Robertson's arguments for AT&T's advantages, and Andy Griffith's opinions on AT&T value. But what do they know about selecting the best long distance carrier for you?

Everyone has different needs, different calling patterns, and different reasons for choosing a long distance carrier. Since AT&T was divested, television and newspapers have been filled with a cornucopia of conflicting and confusing ads for dozens of communications companies—all proclaiming that their service is superior to the traditional service of AT&T. Long distance carriers are involved in a high stakes competition for your business and they are constantly changing their rates and terms of service to win customers before equal access is completed next September.

We are now at the midpoint of the equal access conversion process. During this conversion both business and residential customers will be asked to choose a primary long distance carrier to handle their long distance telephone calls. About 70% of customers who are presently served by a Bell operating company will be asked, in the next 12-15 months, to decide who should be their long distance carrier. Once the local telephone company makes the connection, the customer will be able to use his or her chosen network simply by dialing "1" prior to a telephone number.

When the time comes to make your selection, carefully read through the consumer information the various companies send to you. Most alternative carriers such as Sprint, Allnet Communications Inc., ITT Corporation, MCI Communications Corp. and U.S. Telecom offer prices slightly below those of American Telephone and Telegraph Co. (AT&T). But price comparison is only the first step.

Consider your family's phone use and calling habits. Review past bills and ask yourself some questions. Where do you most frequently call long distance? Do

you make international calls? Or intrastate (within your own state) long distance calls? Do you have a need for operator-assisted calls such as collect or person-to-person? Is there a child, or an elderly or disabled person in your home who needs to have an operator available for emergency assistance? A frequent traveler who needs to carry a credit card for convenience when making calls on the road?

***'AT&T is also
the only long
distance carrier
that is 100% union.'***

Not all long distance carriers service all areas; some only reach major cities or just the continental U.S. (excluding Alaska and Hawaii). Although MCI and Sprint promote themselves as international, neither reaches more than 30 countries. Several companies besides AT&T, including MCI and U.S. Telecom, offer intrastate long distance at discounted rates, but not all carriers have this service.

More and more companies are now offering travel cards or travel codes. To use one of them, you first dial the carrier's five-digit access code, followed by the area code and the number you want to reach and, at the sound of a tone, the authorization number on your card. Service fees for the use of this convenience vary.

The rate structure of U.S. Telecom is different from other long distance carriers. Their billing is based on six-second intervals rather than a per-minute schedule. In other words, if you only talk for five minutes and 30 seconds, you are only billed for five minutes and 30 seconds, not the six minutes that others would charge for. U.S. Telecom also offers volume discounts, as do many other carriers.

AT&T offers the services of an operator 24 hours a day, seven days a week. If someone in your home needed to contact the police, a hospital, or the fire department, a touch of the "0" would get the operator on the line. For the disabled, this is a necessity, not a luxury. Operators can credit wrong number instantly, before they ever show up on your bill; and they provide directory assistance, both locally and long distance. AT&T is also the only long distance carrier that is 100% union.

Beware of monthly subscription fees, sign-up charges, or a minimum usage requirement. You could end up paying for more than just your phone calls. And be sure to ask around about the reputations of the various companies that will be serving your area. Are there complaints on file at your local Better Business Bureau?

Even after reading through all the customer information you have received, you may find that you still have some questions. Most of the carriers provide a toll-free number to help answer your questions. You will receive a list of companies who service your area and their phone numbers with a ballot from your local Bell operating company. Each company has its own sales agents ready to assist you with your question.

Once you have determined which long distance carrier will provide you with the best service for your needs, mark it on your ballot and mail it in. If you do not make a choice you will be randomly assigned to one of your area's long distance carriers based on the percentage of customers in your area who mail in their ballots. Your assignment is not based on your own past calling patterns.

The changes that are taking place in the telecommunications industry are directly affecting you, your phone service, and, most importantly, your phone bills. You will soon have the opportunity to make your own choices about the long distance carrier you prefer; read the customer information you receive and make an informed selection.

Building Trades

Continued from Page 9

craft non-union.

UBC leaders had many committee assignments during the convention. Thomas H. Miller, president of the Pennsylvania State Building and Construction Trades and a UBC leader, served on the committee on rules and order of business. First General Vice President Sigurd Lucassen was on the committee for the report of the president; General Secretary John Rogers served on the committee for the report of the secretary-treasurer; General President Patrick Campbell and Ken Case, secretary of the Michigan State Building Trades, were on the report of the governing board of presidents; General Treasurer Wayne Pierce was a member of the resolutions committee; and Second General Vice President Anthony Ochocki was on the committee for organizations. Charles Pinzone, secretary of the Cleveland, Ohio, Building Trades, worked with the laws committee, and Milan Marsh, secretary of the Ohio State Council of Carpenters, was on the committee for state, provincial, and local organizations.

The Third Partner

Continued from Page 26

As if to ward off a disturbing thought, Jerry shook his head. "Naw! We must have thought we 'rocked' the bathroom. Maybe I was thinking about something else..."

"Like, what?"

There was no answer to Buck's question. At least no answer that made sense. Jerry sighed with exasperation. "Okay, let's go downstairs and get the benches. We'll do it again."

"Again? But I thought you said..."

"Never mind what you thought I said!"

It took only ten-minutes for them to retrieve their benches from the third floor and carry eight sheets of 'rock' up the long flight of stairs. When all was ready, Jerry said to Buck, "Okay, open the door."

"Me?" said Buck, pointing to himself. But he did as he was told, and opened the creaking door slowly. What he saw made his brain scream. "Oh, noo..."

Jerry pushed him aside and entered the bathroom. "What's going on?" he moaned, looking at the neatly sheetrocked walls. "Tell me... please... what's going on?"

"I don't know what's going on," said Buck, white as a sheet. "But I do know I'm getting the hell outta here."

Jerry put the heels of his palms against his temples, squeezing his head. "You're going nowhere. We made a deal. Besides," he added, "we're due for some money tomorrow. If we walk out, we get nothing."

The money was there the next morning, sealed in an envelope and taped to Jerry's bench. They divided the money, and went

to work. Four days later, they finished the master bedroom. Or so they thought.

"Wonder where the old man is?" Buck asked as he set up the scaffold on the second floor.

"Don't know," replied Jerry. "I wish he'd come around, though. I think we're going to run outta 'rock.' Maybe you ought to run down to the basement and see if he had it all stocked."

Buck's head snapped in Jerry's direction. "No way! You're crazy if you think I'm going down there alone," he yelled. "If you want to find out... you go down."

Jerry shrugged, ignoring Buck's outburst. "Well, maybe we'll have enough. Okay, let's get to work."

Buck looked around. "Darn... I left my T-square upstairs. Be right back."

Jerry felt a little squeamish being alone, but soon he heard his partner coming down the stair. "Sure took you long enough."

"J... J... Jerry," Buck cried. "It's happened again."

"Huh?" He looked up and saw Buck's lips quivering. "Oh, noo..."

"Oh, yes!" Buck walked over, weak-kneed, and held on to Jerry. "C'mon, let's get outta here. The hell with money."

Jerry did not pull away, this time. "How much?" he moaned.

Buck extended his hands. "The entire ceiling... and I know we 'rocked' it."

They moved closer to each other. Jerry said, "Do you suppose we should take another look? Together?"

Buck's head was shaking rapidly before the words came out. "N... n... not m... me!"

Jerry started to ease Buck towards the stairs. "Don't be silly. You were probably seeing things."

Buck gave Jerry an incredulous look. "Yeh, like I was seeing things in the bathroom." He realized he should have put it as a question, but either way, his protests went ignored as Jerry urged him up the stairs.

Jerry fell to his knees when he saw the plaster ceiling. He buried his head in his hands. "I'm getting out of the trades... right now." It sounded more like a prayer. "Jerry," Buck whimpered, "is there a patron saint for sheetrockers?"

Jerry couldn't answer. He picked himself up and turned to his partner. "Okay," he sighed. "Let's get the scaffold and do it again. We'll rob fifty sheets of 'rock' from two."

"Again?" Buck released his grip on the door jamb and fell to the floor with a resounding thud—his tools spewing from his pouch in all directions.

It took them the rest of the day to re-do the third floor ceiling. By quitting time, they were dog-tired. More so, angry. Wasted time—wasted labor. But a deal was a deal.

The next morning they were exceptionally sore. The hard nailing was beginning to take its effect on their arms and shoulders. Wearily, they climbed the stairs to the third floor to get their tools and the scaffold. They were not there.

"Where's our tools?" Buck yawned, not really caring.

Jerry looked around. "Huh! Maybe the old man came around after we left and put them away." But a thorough search of the

third floor did not reveal their tools—or the scaffold.

"I think we've been robbed," said Buck.

"No I don't think so. What jerk would come into this place after dark? C'mon!" And Jerry went for the stairs, and the second floor.

"Oh, my God!" Buck exclaimed as he looked at the sheetrocked walls and ceilings. "Did we hire a night crew?"

Jerry was visibly shaken. "That's it! Let's get out of here." He got no argument from Buck.

As they ran down the stairs, unconcerned about their tools, they did not notice that the first floor was rocked, too. It would have made little difference. For them, their rat-job was ended. Sometimes, a deal is not a deal—especially with the Devil.

Inside Grims Bar, Jerry and Buck sipped their beers in silence. It was nine o'clock.

Buck turned to his partner. "Weren't you the one who said working by the hour is boring?"

Jerry flushed a deep-red. Almost choked. "Well, I didn't think it would..."

"Good morning, Laddies!"

Jerry spun around and looked into the piercing green eyes of the old man, embarrassed. They had walked out on a deal, regardless. "G... good morning, sir."

Buck bolted off his stool and came to Jerry's side—the side farthest from the old man. "Hi," he said nervously.

"Well, Laddies," said the old man, smiling, thrusting his hands on his hips. "Ye have done a fine job. My 'master' is well pleased. Here is the rest of your money." He put the sealed envelope on the bar.

Jerry did not seek his partner's approval. "No, sir. We cannot take this money. We didn't finish the job."

"I don't understand thee, Laddie. I have just come from my 'master's' wee house. It is well finished. I am grateful for thy labor."

Jerry sighed. He looked at Buck for a moment, then back to the old man. He sighed again. "Thank you, sir." He took the envelope and put it into his pocket.

"Now, Laddies," said the old man, "my 'master' wishes for me to give you his 'lucky' piece as a special gift for getting the job done before his bride-to-be arrives from Spain." The old man pulled out a large coin from his pocket and placed it in Jerry's hand.

Jerry's eyes went from normal to wide-eyed amazement. It was a Spanish doubloon—dated 1525.

"With this piece," the old man said, "fortune will meet you for the rest of your days."

Buck looked at the gold coin. "Phew!"

"Thank you, sir," said Jerry. "And thank your 'master' for us."

"This you need not do," said the old man. "My 'master' has plenty. He found a chestful off the coast of Florida, shortly after Columbus discovered this great country."

And the old man disappeared... vanished into the streets of San Francisco.

John Sheridan, author of this story, is a member of Local 35, San Rafael, Calif., a local he has belonged to for all 21 years of his United Brotherhood membership.

Research Director Nick Loope Dies

UBCJA Director of Research Nicholas Loope passed away last month, after many years of devoted service to the United Brotherhood.

Loope joined Local 1590, Washington, D.C., in 1938. A native of Pennsylvania, he came to the area of the nation's capital during World War II when he served in the U.S. Navy. He later became recording secretary of the local, moving to serve as apprenticeship and training director for the Washington, D.C., area from 1950 to 1972. He was named director of research for the Brotherhood by President William Sidell in 1972.

He held many public and union posts during his career, including director of youth employment programs for the National Institute of Labor Education, secretary of the National Joint Carpentry Apprenticeship and Training Committee, and secretary of the National Carpenter Joint Occupational Safety and Health Committee. Loope also



Nicholas Loope

served as the chairman of the Mayor's Task Force on Construction, Washington, D.C., and a member of the Board of Governors, Washington Building Congress, and was the recipient of many awards and honors including a certificate of merit from AFL-CIO President George Meany, a humanitarian award from the American Vocational Association, and certificates of meritorious service from two U.S. Secretaries of Labor.

Surviving him are his wife Mary, three children, and four grandchildren.

Planer Molder Saw



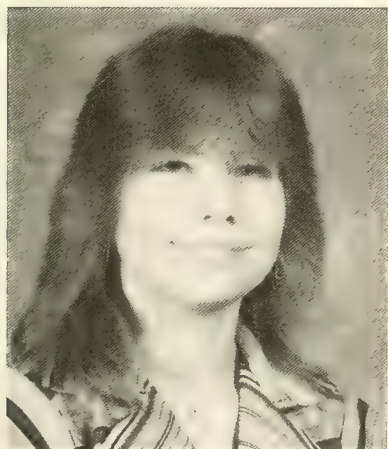
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Daughter and Granddaughter of UBC Members Among the Missing



KRISTINA CASEY, granddaughter of the late Edwin T. Casey Sr., former business manager of Local 1121, Boston, Mass., and niece of Local 1121 Member Eugene Houle, has been missing from her home in Jacksonville, Fla., since April 1985. Kristina is 5'5", has sandy blonde hair that she may have dyed black, and hazel eyes. She is blind in her right eye. Kristina went out to walk her dog on a Saturday evening, and never returned. Persons with any information, please call 617/438-2677.



HOLLY ANN HUGHES, the daughter of New York, N.Y., Local 1456 member Peter Hughes, has been missing since July 15, 1981. She was seven years old at the time; 4'0", brown hair, blue eyes. Holly was last seen at Richmond Terrace and Park Avenue, Staten Island, wearing a beige bathing suit, blue shorts, and brown and beige shoes. Persons with any information, please call 212/374-6913.

Support the United Way Campaign

**EVERY 18 SECONDS
A WOMAN GETS BEATEN
IN THIS COUNTRY.**

**THE WAY TO STOP IT
IS TO BECOME UNITED.**



United Way

THANKS TO YOU IT WORKS FOR ALL OF US

**39% OF ALL
HIGH SCHOOL SENIORS ARE
PROBLEM DRINKERS.**

**THE WAY TO STOP IT
IS TO BECOME UNITED.**



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THANKS TO YOU IT WORKS FOR ALL OF US



QUIET ANSWER

A man was sitting quietly in his living room and petting the family dog.

His exasperated wife griped, "How can you enjoy the company of that old dog so much? He never barks or anything, he just lies there in silence. What good is company like that? What can you do with it?"

The harried husband just looked up at her and replied quietly, "Appreciate it."

—Angie Mitchell
Emmett, Idaho



JOB DESCRIPTION

Bill: You know, my wife recently had a simple appendix operation, and the surgeon had the nerve to charge her \$5,000.

John: Don't you know surgeons are highway robbers; that's why they wear masks during surgery.

BE AN ACTIVE MEMBER



SUDSY STORY

Mrs. Meltzer invited her new neighbor in for a cup of coffee, and to show her around the house.

"What a beautiful lamp!" admired the neighbor.

"Yes," said Mrs. Meltzer modestly, "I got it with Bleach-o detergent coupons."

"And I like that painting on the wall!" the neighbor went on.

"I got that with Bleach-o coupons, too."

"Oh, a piano! I've always wanted a piano."

Well, as a matter of fact, I got that piano from Bleach-o coupons, too."

Then the neighbor tried one door handle that wouldn't budge. "What's in that room?" she asked full of curiosity.

"Bleach-o detergent! What else?"

—Ralph Marquand



THIS MONTH'S LIMERICK

There once was a girl named Sil,
Got her fingers caught in the till.
Said she in dismay,
As they led her away,
That the crime had netted her nil.

—Stevan Preheim
Local 1818, Santa Ana, Calif.

PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

ADDED CLAUSE

A little girl was taught to close her evening prayer, during the absence of her traveling father, with "And please watch over my daddy."

It sounded very sweet to the mother—until one night she heard her little girl add, "And You'd better keep an eye on mama, too."

IMPORTS HURT * BUY UNION

CLERIC CORRECTION

The congregation of a village church had this announcement in its weekly bulletin: "The ladies of the church have cast off clothing of all kinds. This may be seen in the basement of the church any afternoon this week."

ATTEND LOCAL MEETINGS

PROMPT SERVICE

Sign in window of drive-in laundry: "Gentlemen who care to drive by and drop their clothes will receive prompt and courteous attention."

LOOK FOR THE UNION LABEL

BOOK JACKETS

You can't tell a book by its cover. A truly gifted book-jacket writer can make *anything* sound like a literary sensation. Like so:

• "What really goes on in Congress? Don't be misled by the captive press! Learn the truth about the U.S. Senate! Get the lowdown on the House of Representatives! Astonishing . . . unexpurgated . . .!"

—The Congressional Record

• "Case histories of emotionally disturbed children, documenting their aberrational fears, fixations, compulsions, bizarre hallucinations and obsessional behavior . . . a significant contribution to abnormal psychology . . ."

—Rhymes from Mother Goose

• "An expose that dares to name names! Intimate secrets laid bare with merciless honesty . . . one of the most widely read books of our time!"

—The Telephone Directory

• "A sensitive, penetrating portrait of an anti-hero with a potbelly and a low I.Q. Fundamentally an existentialist in his amoral attitude toward life, he symbolizes modern man in his failure to cope with the complexities of his environment, in his ability to communicate and his swaggering bravado . . ."

—Winnie the Pooh

• "A panoramic saga dealing with the complex interpersonal relationships of widely diverse characters, and the chain-reacting effects they have upon one another's lives . . . rich in scope . . . unforgettable . . ."

—The House that Jack Built

• "A clinically detailed account of a day in the life of a willful, spirited girl . . . her wild, bacchanalian debauchery in an isolated house . . . told with unsparing honesty . . . lean, terse prose . . ."

—Goldilocks and the Three Bears

• "An extravaganza of wanton voluptuousness! An excursion into debauchery! Profusely illustrated in full color!"

—How to Make French Pastry

—Jane Goodsell,
Soup to Nonsense



Second '85 Seminar at Labor Studies Center for Fulltime Officers and Business Representatives

The second of two 1985 leadership training seminars for fulltime UBC officers and business representatives was held the week of August 18 at the George Meany Labor Studies Center in Silver Spring, Md.

Fifty local and council officers attended the second seminar, the first seminar, held in July, brought in 49 additional local and Council leaders.

The seminars are designed to acquaint fulltime officers and business representatives with the duties and responsibilities of their offices. They are under the supervision of Second General Vice President Anthony Ochocki, working with Staff Representatives Ed Hahn and Jim Davis.

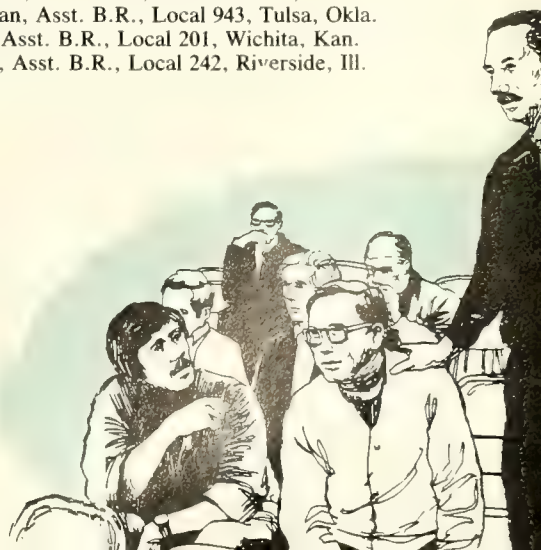
Participants in the August training seminar and their local unions and councils include:

Barry Adams, B.R., Local 198, Dallas, Tex.
 Richard A. Avedian, coordinator, Suburban Coordinating Committee, Worcester, Mass.
 Jack H. Bibeau, F.S. & B.R., Local 548, St. Paul, Minn.
 Stanley Boren, B.R., Local 102, Oakland, Calif.
 Charles L. Campau, B.R., Local 1822, Fort Worth, Tex.
 Floyd Clay, F.S. & B.R., Local 1437, Compton, Calif.
 Richard C. DeMars, F.S., Local 1752, Pomona, Calif.
 Joseph E. Desrosiers, B.R., Local 1765, Orlando, Fla.
 Peter Diraffaele, B.R., Local 80, Chicago, Ill.
 Harry L. Duffield, Asst. B.R., Local 623, Somers Point, N.J.
 Dennis R. Farmer, F.S. & Asst. B.R., Local 272, S. Chicago Heights, Ill.
 Kirt Fordyce, B.R., Local 424, Higham, Mass.
 Vincent Ibelli, B.R., Local 77, Larchmont, N.Y.
 Ronald Jernegan, Organizer, Local 1578, Clementon, N.J.
 J. Larry Jones, secretary & B.R., Gulf Coast District Council, Tampa, Fla.
 Lionel Jones, B.R., North Central Texas District Council, Arlington, Tex.
 James Joubert, coordinator, Suburban Coordinating Committee, Worcester, Mass.
 John F. Kelleher, Jr., coordinator, Suburban Coordinating Committee, Worcester, Mass.
 James H. Kennedy, B.R., Local 169, East St. Louis, Ill.
 Jerry Landers, Asst. B.R., Local 1650, Lexington, Ky.
 Larry L. Linch, B.R., North Central W. Va. District Council, Bridgeport, W. Va.
 Ralph E. Litherland, B.R., Local 694, Boonville, Ind.
 Kenneth McCormack, secretary, Tennessee State Council, Powell, Tenn.

Daniel N. McElroy, B.R., Ohio Valley District Council, Cincinnati, Ohio
 Larry Manges, B.R., Local 2411, Jacksonville, Fla.
 Charles D. Maples, B.R., East Tennessee District Council, Knoxville, Tenn.

Carl B. Miller, B.R., Local 600, Bethlehem, Pa.
 Kevin Mitchell, B.R., Local 2565, San Francisco, Calif.
 Arnold Morrow, B.R., Local 102, Oakland, Calif.
 Joseph A. Mottola, B.R., Local 493, Mt. Vernon, N.Y.
 Jack W. Navas, B.R., Local 815, Beverly, Mass.
 Peter Oxarart, B.R., Local 1765, Orlando, Fla.
 Joseph E. Paulus, B.R., Local 89, Mobile, Ala.
 Newell Porter, B.R., Local 621, Brewer, Me.
 James Reid, B.R., Central & Western Indiana D.C., Indianapolis, Ind.

Paul E. Rost, F.S. & Asst. B.R., Local 250, Waukegan, Ill.
 Joseph Ruto, B.R., Local 543, Mamaroneck, N.Y.
 Fred J. Sandoval, B.R., Local 1622, Hayward, Calif.
 Donald N. Self, F.S. & B.R., Local 929, South Gate, Calif.
 Gary L. Sill, F.S. & B.R., Local 1835, Waterloo, Iowa
 Dee Slagowski, B.R., Local 722, Salt Lake City, Utah
 Rodney Lee Sonnier, B.R., Local 953, Lake Charles, La.
 Donald Stolz, B.R., Western Pennsylvania District Council, Pittsburgh, Pa.
 Robert R. Sutphin, F.S. & B.R., Local 1207, Charleston, W. Va.
 Eric Taylor, Adm. Asst., Santa Clara Valley District Council, San Jose, Calif.
 Gregory Taylor, B.R., Local 903, Valdosta, Ga.
 James Vaughn, B.R., Local 2565, San Francisco, Calif.
 Ronald D. Weidman, Asst. B.R., Local 943, Tulsa, Okla.
 Mickey L. Wells, Asst. B.R., Local 201, Wichita, Kan.
 Barney C. Woods, Asst. B.R., Local 242, Riverside, Ill.



Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Three New Clubs Are Chartered

The total number of UBC Retiree Clubs now stands at 52. Three additional groups have received their charters since August. They include:

Club No. 50, with 11 founding members; Joseph John Dosio, president, 24 Styvestant Drive, Poughkeepsie, N.Y. 12601

Club No. 51, with 17 charter members; Donald P. Donovan, president, R.D. 1, Bradford Woods, Pa.

Club No. 52, 14 charter members; W. Ed Chambers, president, 6735 Ridge Boulevard, Brooklyn, N.Y. 11220

Golden Age Passport Free to Seniors

If you're 62 or older, the Golden Age Passport can provide free lifetime entrance to some 60 parks, monuments, seashores, and other federal recreation areas, like the Grand Canyon, Yellowstone, Cape Cod National Seashore, and the Everglades.

Seniors with Golden Age Passports also get a 50% discount on fees for camping, parking, boat launching and other activities. The Golden Age Passport costs other citizens \$10 annually.

The disabled can obtain a similar free lifetime pass, the Golden Access Passport.

A free booklet, "Golden Eagle/Golden Age/Golden Access Passports," explains how and where to get the passports. For a copy, write to the Consumer Information Center, Dept. 594N, Pueblo, Colo. 81009.



Nancy at her typewriter getting ready for some nonsense, "With sometimes, we hope, a little sense!"

"Please tell the lady who sends the paper, 'Thanks—it's the bright spot of the month for me.'"

That, from a reader in South Dakota, reflects the sentiments of many of Nancy's readers, and she's got a file to prove it. "Nancy, sometimes your little paper peps me up and I feel like catching up on work that I haven't been able to do. Other times, I wake up in the night, remember one of your cute jokes, and I get to giggling and fall asleep and have a good rest. I can't figure out if your paper is a tonic or a sleeping pill. But I love it!"

Nancy is the 80-year old widow of UBC member Jesse W. Green. Green joined the union in Ellensburg, Wash., on December 2, 1940, and retired, at age 88, from Local 770, Yakima, Wash. And "Nancy's Nonsense" is a monthly humor newsletter that goes to 20 states "to help cheer shut-ins, senior citizens, and lonely and discouraged persons."

"My mailing list just about developed by itself. I first gave 'Nancy's Nonsense'

Nancy's Nonsense

to 17 persons I know in the apartment building where I lived. . . . They were delighted with my paper. That was in Portland, Ore. These first readers told others about it, loaned them their paper, and asked for extra copies to send to family or friends who were ill or lonely. Many who read it wanted it also and my mailing list grew. Recently, two co-editors of a newsletter for the +65 club, connected with the Miami-Dade Public Library System in Miami, Fla., wrote and requested the paper for their club.

Nancy is currently pursuing some different avenues for funding or grants. She is adamant about having the publication available FOR FREE. "Many of these people have worked hard all their life, helping to make this country what it is, and they deserve some consideration now. . . . Some folks are very considerate and send in a few dollars for stamps. I do appreciate this, but I strongly feel that I should do it for free, and hope to keep it that way."

To get in touch with Nancy, write:

"Nancy's Nonsense"
3920 South "C" Street
Oxnard, CA 93033

If there are seven or more of our readers who want to form a retirees' club in your area, let us know! Or if you want to join an already existing club, but don't know where to go, tell us! We want all our retired members and spouses to be a part of the 15ivity.

For more more information or to start a club write to: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Want to Retire With Cabinet Shop?

A retired member of Local 1438, Warren, Ohio, now lives in the mountains of Tennessee, where he maintains a complete cabinet shop, with power tools, lumber storage space, and an assembly room.

Due to failing health, he has to sell his home and shop. For more information write or call: Paul Crislip, Rt. 8, Box 232, Pulaski, Tenn. 38478. Telephone: (615) 363-4906.

Chattanooga Officers

Retirees Club 15, Chattanooga, Tenn., recently elected officers for the next two-year term. Included in the picture above are the new officers: Harold Wren, president; Rufus Jenkins, vice president; Gerald Haven, recording secretary; Emory Keith, treasurer; Arthur Ellis, warden; Arthur Ellis, Marion Bankston, and W.F. Blankenship, trustees; and Bill Thompson, conductor.



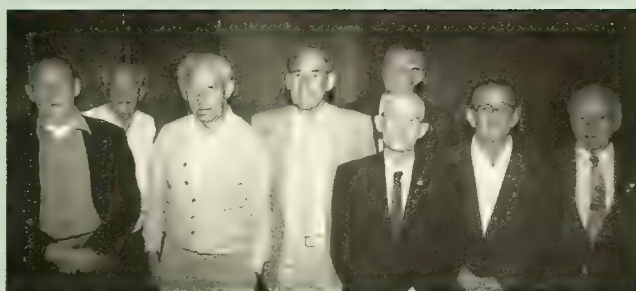
Service To The Brotherhood



A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.



Bellingham, Wash.
Picture No. 2



Bellingham, Wash.—Picture No. 3



Flagstaff, Ariz.—Picture No. 1

FLAGSTAFF, ARIZ.

Local 2772 recently held its first pin presentation ceremony, honoring 29 members, representing 1068 years of service. The local, chartered in 1938, is affiliated with the new Four Corners Industrial Council.

Picture No. 1 shows 45-year pin recipients, from left: Eyrick Norviel, 47 years; Ralph Juarez, 47 years; and Joe Magana, 47 years.

Picture No. 2 shows 40-year pin recipients, from left: Jose Lucero, 41 years; and Albert Almarez, 43 years.

Picture No. 3 shows 35-year pin recipients, from left: Thomas Jaurequi, 39 years; Jesus Fiqueror, 35 years; Aurildo Chevez, 37 years; and Leopoldo Juarequi, 38 years.

Picture No. 4 shows 30-year pin recipients, from left: L. C. Wallace, 32 years; and Francisco Cortez, 34 years.

Picture No. 5 shows 25-year pin recipient Earl Washington.

Picture No. 6 shows 20-year pin recipients, from left: John L. Williams, 20 years; Julius Hoggro, 22 years; A. D. Jackson, 22 years; with President Jose Cazdres.



Picture No. 5



Flagstaff, Ariz.—Picture No. 2



Flagstaff, Ariz.—Picture No. 3



Flagstaff, Ariz.—Picture No. 4



Bellingham, Wash.—Picture No. 1



Bellingham, Wash.—Picture No. 4

BELLINGHAM, WASH.

At a recent banquet and dance, a pin presentation and award ceremony was hosted by the members of Local 756 to honor retiring treasurer Earl Goodland and other longstanding members of the Brotherhood.

Picture No. 1 shows Brother Goodland, right, receiving a plaque and gold hammer to commemorate his 31 years as treasurer from General Representative Guy D. Adams.

Picture No. 2 shows 50-year member Forest Umphenour.

Picture No. 3 shows 40-year members, front row, from left: Harold Robinson, Earl Goodland, Bernard Dunningham, Otie Olmstead, Joseph LaFreniere, and Julian McCaffery. Back row, from left: Arthur Meyer, Bud Haggen, and Thomas Bingham.

Picture No. 4 shows 25-year members, from left: Gerald Pfluger, Lawrence Van Egdorn, and Adam Crape.



Flagstaff, Ariz.—Picture No. 1



St. Louis, Mo.

ST. LOUIS, MO.

Local 602 members gathered to honor Brother Ben Heitzman on the occasion of his 75th anniversary of membership in the UBC. He was presented with a certificate and a cake by the local. Heitzman, age 96, is pictured with Business Representative Ray Brewer and President Les Taylor displaying his congratulatory cake.



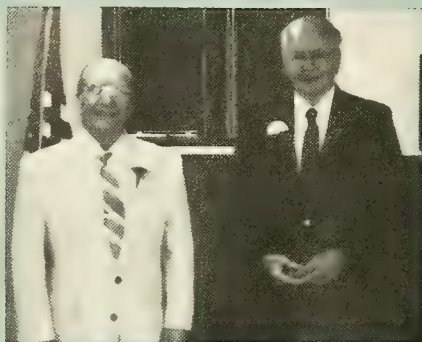
Pine Falls, Man.—Picture No. 1

DES MOINES, IOWA

Following a luncheon for retired members and their spouses hosted by the Ladies Auxiliary, some members of Local 106 were honored for their years of service to the UBC.

Picture No. 1 shows 40-year members, from left: Harold Zimmerman and Fred Blake.

Picture No. 2 shows members with 30 years of service who are at least 65 years of age, from left: Danta Barbieri, Richard Abel, Glenn Ackerslund, Bob Nowels, Dean Kothenbeuthal, Bill Knight, and Clair Roberts.



Des Moines, Iowa
Picture No. 1



Des Moines, Iowa—Picture No. 2

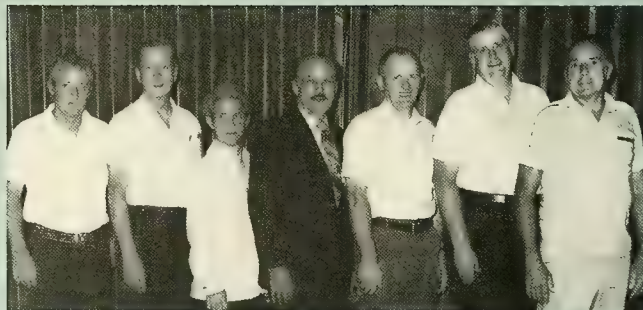


Swift Current, Sask.

SWIFT CURRENT, SASK.

Prior to their merger with Saskatoon, Sask., Local 1805, earlier this year, the members of Local 2469 joined to honor their 30-year Financial Secretary Harold Evjen for his faithful service. Evjen is pictured, left, with General Executive Board Member Ronald Dancer, center, and Henry Falk, president of the local.

Chicago, Ill.



PORTLAND, ORE.

Local 247 recently awarded service pins to members who had completed 35 years of membership in the UBC.

Pictured are, front row, from left: Neal Woolf, Les Preston, Kenneth Bennett, Howard Caldwell, Arnold Bjorn, Neal Denton, John A. DeFrance, Virgil Sellers, and Larry Haradon. Back row, from left: Bill Robinson, Ed Steindl, Ben Nesbit, Al Smith, Dick Zimmer, Russell, Dahm, Bill Davies, Orville Johnson, Joe Bisonett, Jim Greiner, Herman Fanger, and Gordon Green.



Pine Falls, Man.—Picture No. 2

PINE FALLS, MAN.

At a recent dinner dance, the members of Lumber and Sawmill Workers Local 2612, paid tribute to their first 25-year members and their retiring president for his years of dedicated service.

Picture No. 1 shows 25-year members, from left: Henry McAuley, Treffel Bruneau, Andre Fontaine, Henry Fontaine, Gillis Goulet, Kazimar Jonski, Ubald Duclos, Steve Lusty, Roger Nault, and George Harbottle, president.

Picture No. 2 shows Tenth District Board Member Ronald Dancer presenting Retiring President Roger Nault with an engraved Brotherhood watch in appreciation for his involvement as president of the local, his service on the bargaining committee, and his other contributions.

CHICAGO, ILL.

At a recent dinner members of Local 434 awarded 25- and 50-year service pins to recognize those with longstanding membership in the UBC.

Pictured are, from left: 25-year members Robert Muller, John Podrez, Leon Cherest, Steven Kolodziej, James A. Dekker, Kenneth Henke, and George Romanchik.

Also honored but not pictured were: **50-year members** James Agee, Alex Saunders, and Ivar Schoning; and **25-year members** Henry Kamp, Anthony Melia, Norbert O'Connor, William Rada, and John Cole.



Portland, Ore.



Hayward, Calif.
Picture No. 3



Hayward, Calif.—Picture No. 2



Hayward, Calif.—Picture No. 4



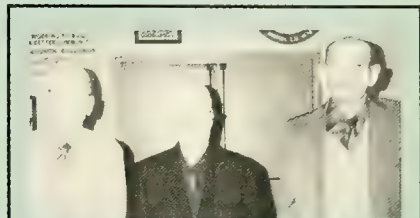
Hayward, Calif.—Picture No. 5



Hayward, Calif.—Picture No. 7



Hayward, Calif.—Picture No. 8



Warren, Ohio

WARREN, OHIO

At their recent quarterly meeting, the membership of Local 1438 honored their brothers with 50 or more years of service.

Pictured from left: 60-year member Charles Swagger and 55-year members Rex Arnold and Roy Liby.

Also honored, but not pictured were: 65-year member Marvin Hart; and 50-year member Louis Pela.

HAYWARD, CALIF.

At a recent dinner dance at the Castlewood Country Club the members of Local 1622 honored their longstanding members with service pins.

Picture No. 1 shows 50-year member Everett W. Carpenter.

Picture No. 2 shows 45-year members, from left: Alex Cobden, Clarence Hirt, Otto T. Sorensen, and Thorvald Ericksen.

Picture No. 3 shows 40-year members, from left: Julius Mortensen, B. L. Brake, Luther Cook, Joe A. Reis, Nelson R. Fowler, David G. Leach, and Alfred Pachado.



Picture No. 1

Picture No. 4 shows 35-year members, front row, from left: Harold L. Goehner, George R. Alston, Donald McCuaig, Eddie R. Machado, Theodore W. Harris, Carl C. Disney Jr., and Brendan Gill.

Back row, from left: Homer L. Workman, Harold L. Sherman, Vincent D. DiMaggio, Bill J. Parkhurst, Joseph M. Gonzales, Joseph P. Greer, and John W. Dick.

Picture No. 5 shows 30-year members, front row, from left: David L. Weaver, Wesley W. Peters, Robert E. Perry, Harry L. Bjerkel, and Beryl C. Dill.

Back row, from left: Leonard Rodrigues, Adolph Stafne, George E. Roush, and George Gardner Jr.

Picture No. 6 shows 25-year members, front row, from left: Alvie L. Fletcher, Ned S. Garig, Richard W. Claassen, Andrew J. Avila, Francisco Silva, Hans A. Zumbach, Alois W.



Hayward, Calif.—Picture No. 6



Spokane, Wash.
Picture No. 1



Spokane, Wash.—Picture No. 2



Spokane, Wash.
Picture No. 3



Spokane, Wash.—Picture No. 4



Spokane, Wash.—Picture No. 5



Spokane, Wash.
Picture No. 9



Spokane, Wash.—Picture No. 6



Spokane, Wash.—Picture No. 7



Spokane, Wash.
Picture No. 10



Spokane, Wash.
Picture No. 11



Vineland, N.J.—Picture No. 2



Vineland, N.J.—Picture No. 3

VINELAND, N.J.

Local 121 recently held its 17th annual banquet where several members were honored for their years of service to the UBC.

Picture No. 1 shows 45-year member William Ayars.



Vineland, N.J.—
Picture No. 1

Picture No. 2 shows 35-year members, from left: Deane Jones, Marvin Johnson, and Ralph Tomlin.

Picture No. 3 shows 30-year members, from left: Wilbur Gould, Calvin Pierce, Jessie Gould, Ignazio Bova, and Tom Morgan.

Picture No. 4 shows 25-year member Robert Sutton, center, with Business Representative Deno Venturi, left, and President Tino Wulderk, right.

Picture No. 5 shows 20-year members, from left: Bart Bastolfo, Archie Wharton, and Walter Warner.



Vineland, N.J.—Picture No. 4



Vineland, N.J.—Picture No. 5

SPOKANE, WASH.

Local 98 recently held a pinning ceremony in honor of those members who have served the Brotherhood for 20 or more years. Special recognition went to Brother Norvil Holm, a 65-year member.

Picture No. 1 shows 20-year member Eugene Juneau.

Picture No. 2 shows 20-year members, front row, from left: Robert Collingwood, Mike McEnaney, Larry Yaeger, and Richard Schab.

Back row, from left: Harvey Savitz, Warren Backes, Dan Holland, and Gerald Wiener.

Picture No. 3 shows 30-year member Alan Hastings.

Picture No. 4 shows 30-year members, from left, Antti Rikkila, Harvey Franseen, Bryan Hobbs, Mel Heil and Clarence Gau.

Picture No. 5 shows 35-year members, front row, from left: Clyde Apple, Oliver Willis, William Baker, Robert Newell, and Glenn Aby.

Back row, from left: Marvin Mortenson, Art Sanstrom, Stanley Olson, Stan Sweeting, and Loren Roberts.

Picture No. 6 shows 40-year members, from left: Herman Adkins and Edward Anderson.

Picture No. 7 shows 40-year members, from left: Al Koski and Joseph Dupre.

Picture No. 8 shows 45-year members, from left: William Parker, Ray Cox, Carl Larson, Joel Ruth, Ray Kiser, and Harry Pachosa.

Picture No. 9 shows 50-year members, from left: George Parcher and Joe Grillo.

Picture No. 10 shows 60-year member James Jones.

Picture No. 11 shows 65-year member Norvil Holm.

in memoriam

The following list of 376 deceased members and spouses represents a total of \$652,333.12 death claims paid in July 1985; (s) following name in listing indicates spouse of members

Local Union, City

- 2 Cincinnati, OH—Hubert Martin.
- 5 St. Louis, MO—Everett C. Williams, William G. Hunter.
- 6 Hudson County, NJ—Fred Rahnel, Fredrick Erk Sr.
- 7 Minneapolis, MN—Gullik Grette, Julius R. Johnson, Lawrence Knutson, Ludvig C. Thorkelson, Pierson D. Woodford.
- 10 Chicago, IL—Earl Smith, Harold C. Bilmayer.
- 15 Hackensack, NJ—Charles J. Anthony.
- 17 Bronx, NY—Anthony Mignogna, Luigi Mercaldo.
- 20 New York, NY—James Ponterio.
- 23 Williamsport, PA—Rachel E. Snyder (s).
- 24 Central, CT—Leroy A. Krampetz, Mary E. Peruginio.
- 27 Toronto, ON, CAN—George Cavanagh.
- 30 New London, CT—Leslie J. MacDonald, Malcolm B. Hoy, William B. Krauth.
- 31 Trenton, NJ—Henry F. Glendinning.
- 33 Boston, MA—Olympis Sharpe (s).
- 35 San Rafael, CA—Clyde E. Holfield.
- 36 Oakland, CA—George Freais, Ivar Carlsen.
- 40 Boston, MA—Herbert M. MacLellan.
- 49 Lowell, MA—Roger Leverque.
- 50 Knoxville, TN—Dallas G. Avent, Paul Crawford.
- 53 White Plains, NY—Pasquale Galluzzo.
- 55 Denver, CO—James B. Hanley, Ted Walker.
- 58 Chicago, IL—Carl Axel Ahlstrand, Erik Hanson, Henry Eugene Larson, Impi Nelson (s), Robert W. Jerkin.
- 60 Indianapolis, IN—Donald Lee Bandy, Raymond R. Ross Jr.
- 61 Kansas City, MO—Hilmer J. Anderson, Vernie Walters.
- 67 Boston, MA—Mildred L. Donnellan (s).
- 69 Canton, OH—Dorothy A. Rock (s).
- 71 Fort Smith, AR—Edna Fay Cupp (s).
- 80 Chicago, IL—Paul Mischnick.
- 83 Halifax, NS, CAN—Urban R. Demone.
- 85 Rochester, NY—Arthur Disanto.
- 87 St. Paul, MN—Harold Medlicott, John Ferdelman, John Thomas Peterson.
- 90 Evansville, IN—Kirkum Clark Young.
- 94 Providence, RI—John Bernard.
- 98 Spokane, WA—Lambert Hoffman, Loren Mann.
- 101 Baltimore, MD—Henry J. Rommal.
- 102 Oakland, CA—Elmo Baker, James W. Ledbetter.
- 104 Dayton, OH—Lester Hulbert.
- 109 Sheffield, AL—John R. Gifford, Tina F. Thornton (s).
- 113 Middletown, OH—Oswald Peter.
- 114 East Detroit, MI—Alphonse Boivin, Bruce Pike, Clarence Ledington, William F. Davis, William Scharf, Zeff Montgomery.
- 118 Detroit, MI—Eugene V. Pilon, Matilda Coles (s), Mike Maurer, Odde Sorlie, Sylvester Bartkowiak, Wallace Minthorn, William Kuusisto.
- 132 Washington, DC—James Lee Tinnell.
- 141 Chicago, IL—John Sciliano.
- 142 Pittsburgh, PA—Annie Thames (s), Ingwald Vike.
- 146 Schenectady, NY—Elinor Sanders (s), John R. McClune.
- 153 Helena, MT—Ellen Faye Jacobsen (s).
- 163 Peekskill, NY—William Tompkins.
- 165 Pittsburgh, PA—John E. Brotherton, Joseph Balkovec.
- 169 East St. Louis, IL—Charles McDaniel.
- 171 Youngstown, OH—Frank Rella.
- 180 Vallejo, CA—Clarence H. McGrew Sr., Raymond M. Johnson.
- 181 Chicago, IL—Gudrun Nerbo (s), Harry R. Hansen, Lars Eikeland.
- 183 Peoria, IL—Ernest O. Stickle.
- 185 St. Louis, MO—Roy Sanders.
- 188 Yonkers, NY—Margaret Hillenbrand (s).
- 191 York, PA—Cletus B. Messer.
- 198 Dallas, TX—Claude V. Parr.
- 202 Gulfport, MS—Kenneth L. Smith.
- 206 New Castle, PA—Dorothy Stelter (s), Patric F. Cosgrove.
- 208 Des Moines, IA—Dale L. Weber.
- 211 Pittsburgh, PA—Mary Irene Mullen (s), Regis J. Soeder, William H. Altfather.
- 213 Houston, TX—Gloria F. Allen (s), Pauline W. Brown (s).
- 218 Boston, MA—Herbert V. Odien.
- 225 Atlanta, GA—Emma Estelle Maddox (s), Johnny Alonzo Barnes, Thomas Jarvis Chastain.
- 232 Fort Wayne, IN—Henry Carl Powell.
- 235 Riverside, CA—Eugene Rosenstengle.
- 236 Bloomington, NY—Dorothy M. Leroy (s), Frank A. Vanwyck, Milfred Geiselhart.
- 256 Savannah, GA—Albert Sidney Rumph.
- 257 New York, NY—Arthur Roberts, Marjorie Travelpiece (s).
- 264 Milwaukee, WI—Henry Ulm.
- 287 Harrisburg, PA—Helen Jean B. Curtier (s), John W. Shank, Miriam J. Clippinger (s).
- 296 Brooklyn, NY—Ole Sotass.
- 314 Madison, WI—Margaret Faust (s).
- 316 San Jose, CA—Jim L. Riggle, Orrin J. Lawson.

Local Union, City

- 334 Saginaw, MI—Ralph C. Dey.
- 335 Grand Rapids, MI—Russell Hage.
- 340 Hagerstown, MD—Creston H. Bond, Glenn W. Andrews.
- 342 Pawtucket, RI—Alice Marie Provost (s).
- 343 Winnipeg, MB, CAN—Orien Couture, Walter Hladky.
- 345 Memphis, TN—Edna Dobias (s).
- 348 New York, NY—Eric Ericson.
- 359 Philadelphia, PA—Frank Kramberger.
- 388 Richmond, VA—John S. Boatwright.
- 400 Omaha, NE—Alva B. Price, Fred Clausen, Leo M. Sherman.
- 402 Northampton—Greenfield, MA—Michael P. Ondras.
- 405 Miami, FL—Jasper Clyde Collins.
- 413 South Bend, IN—Fred O. Thompson.
- 433 Belleville, IL—Louis L. Seiffert.
- 434 Chicago, IL—John E. Devries, Mary Ann Lane (s), Vincent D. Dunn.
- 446 Sault Ste. Marie, ON, CAN—Orval Torma.
- 452 Vancouver, BC, CAN—Rudolf Ackelaer, Susanne Ilg (s).
- 453 Auburn, NY—Norman P. Marco.
- 455 Somerville, NJ—Frank Rapp Jr.
- 470 Tacoma, WA—Burgon Dickerson Mesler Sr.
- 475 Ashland, MA—Valmore J. Charbonneau.
- 476 Clarksburg, WV—Clark B. Lane, Clifford G. Ashby, Vernon D. Delong.
- 499 Leavenworth, KS—Melvin Ryan.
- 531 New York, NY—Edward Sullivan.
- 541 Washington, PA—Jennie Spatafore (s).
- 548 Minneapolis, MN—Irene S. Wilson (s).
- 550 Oakland, CA—Napoleon F. Sena.
- 559 Paducah, KY—Gordon E. Yancey.
- 571 Carnegie, PA—Harry Martin.
- 579 St. John, NF, CAN—Thomas Murrin.
- 603 Ithaca, NY—Cholas E. Compton, Eugene W. Jackson, Francis German, Thelma B. Sowards (s).
- 610 Port Arthur, TX—Gladys J. Young (s).
- 613 Hampton Roads, VA—Albert W. Coffey, Evelyn Virginia Shelton (s), Kenneth Lee Sawyer.
- 622 Waco, TX—Fred C. Mueje.
- 623 Atlantic County, NJ—Lester I. Houser, Richard Kahney.
- 627 Jacksonville, FL—James E. Brooks.
- 628 Pahokee, FL—Herbert W. Owings.
- 634 Salem, IL—Goldie M. Franke (s).
- 635 Boise, ID—John F. Backes.
- 636 Mt. Vernon, IL—Delmar J. Lake, Paul Raymond Hall.
- 638 Marion, IL—Leon Mileur.
- 650 Pomeroy, OH—Charles O. Eubanks.
- 665 Amarillo, TX—James H. Brown, Nathan O. Arnold.
- 670 Polson, MT—Albert Rohrenbach.
- 684 Dayton, OH—James L. Owens.
- 690 Little Rock, AR—F. D. Knight.
- 701 Fresno, CA—Ella M. Beckett (s), Samuel F. Bogdanovich.
- 720 Baton Rouge, LA—Birdice A. Gerald.
- 721 Los Angeles, CA—John A. Keiser, Thomas E. Hancock.
- 745 Honolulu, HI—Raymond H. Yasuda, Thomas Satora Buyama.
- 767 Ottumwa, IA—John T. Bertelle.
- 769 Pasadena, CA—Allison Jean Johnson (s), Floyd Young, Ray J. Gariss.
- 773 Braddock, PA—Joseph Delia.
- 777 Harrisonville, MO—Orville A. Murphy.
- 811 New Bethlehem, PA—David L. Walter.
- 819 West Palm Beach, FL—Gideon Z. Heath.
- 839 Des Plaines, IL—Helen M. Poyer (s).
- 848 San Bruno, CA—Glenn Hubler.
- 870 Spokane, WA—Henry B. Elbrecht.
- 902 Brooklyn, NY—Rose Payne (s), Syvert Syvertsen.
- 911 Kalispell, MT—Maitland H. Rhino.
- 925 Salinas, CA—John R. Loudermilk.
- 943 Tulsa, OK—A. J. Jeremiah, John Shelton Thatcher.
- 944 San Bernardino, CA—Elmer C. Gordon, Gustave A. Rosengren.
- 973 Texas City, TX—Enoch D. Westbrook.
- 987 Santa Rita, NM—Frank R. Sellman.
- 1001 N. Bend Coos Bay, OR—Archie Westley Vettengl.
- 1014 Warren, PA—Lawrence Millhollen.
- 1043 Gary, IN—Grover C. McClellan, Katie Salvesen (s).
- 1055 Lincoln, NE—Eva L. Schapaugh (s).
- 1062 Santa Barbara, CA—Richard J. Soule.
- 1065 Salem, OR—George Nunn.
- 1074 Eau Claire, WI—Conrad M. Hegg.
- 1089 Phoenix, AZ—Charles L. Smith, Joseph Arrisi.
- 1093 Glen Cove, NY—Leroy Seaman, Vincent A. Cunningham.
- 1095 Salina, KS—Edith Esther Davis (s).
- 1102 Detroit, MI—Ralph Scott.
- 1109 Visalia, CA—Clarence Ayers, Floyd Van Sr., Scottie C. Gann.
- 1120 Portland, OR—Raymond H. Ralph.
- 1129 Kittanning, PA—Nile V. Greenawalt.
- 1138 Toledo, OH—Elmer Novak.
- 1140 San Pedro, CA—John Dinsdale, Thomas Fawcett.
- 1148 Olympia, WA—Edgar L. Knight, Lloyd Linderson.
- 1150 Saratoga Springs, NY—David Pritchard.

Local Union, City

- 1160 Pittsburgh, PA—David Newton Greer.
- 1164 New York, NY—Edmund Bettinger, Trifone Manobianco.
- 1185 Chicago, IL—Harold P. Hogan.
- 1208 Milwaukee, WI—Edward Pezall.
- 1226 Pasadena, TX—William J. Noel.
- 1235 Modesto, CA—Henry V. Hairston.
- 1245 Carlsbad, NM—Leonard Gillespie.
- 1250 Homestead, FL—Charles Hjort.
- 1280 Mountian View, CA—Harold Austin, Roger T. Fennemore.
- 1292 Huntington, NY—Emil Miranda.
- 1296 San Diego, CA—August Kasitz, Dennis J. Frahm, Earl W. Rowleson.
- 1307 Evanston, IL—Fred A. Hansen.
- 1319 Albuquerque, NM—Gale F. Oldham, Leo Fuentes.
- 1323 Monterey, CA—Sal M. Jaramillo, Thoma W. Cox.
- 1325 Edmonton Alta, CAN—Eric Molen, Pentti Niemi.
- 1365 Cleveland, OH—Robert Kurz.
- 1379 North Miami, FL—Stephen G. Whaley.
- 1396 Golden, CO—Lewellyn H. Halboth.
- 1400 Santa Monica, CA—Albert Crystal, Kenneth Goddard.
- 1402 Richmond, VA—Edward Owen Beasley.
- 1407 San Pedro, CA—Aristo Nunez, Harold R. Simon, Sion Bray.
- 1418 Lodi, CA—John Willey Ek, Opal V. Wilkinson (s), Paul J. Hampton.
- 1423 Corpus Christie, TX—Dallas L. Reed, Genevieve Halberder (s).
- 1449 Lansing, MI—Otto N. Thelen.
- 1452 Detroit, MI—Aloysius Ljowski, Max A. Craine, Otto H. Meyer, Raymond J. Schwartz.
- 1456 New York, NY—Ernest F. Rise, Raymond Carroll.
- 1464 Mankato, MN—Harold E. Polikowsky.
- 1486 Auburn, CA—Ralph L. Marchion.
- 1519 Ironton, OH—Edward E. Virgin.
- 1536 New York, NY—James Strickland, Vittoria Martini (s).
- 1571 East San Diego, CA—Everett W. Wolf, Monroe Eliff.
- 1583 Englewood, CO—Clark S. Fast, Myrl Leiter.
- 1588 Sydney, N. S., CAN—Rod Black, William Shomphe.
- 1590 Washington, DC—Scott P. Coster, William Henry Trossbach.
- 1598 Victoria B. C., CAN—Ralph Dent.
- 1607 Los Angeles, CA—Charles Lackey, Frederick R. Barrett.
- 1622 Hayward, CA—Edwin P. Hazelrigg, Luther Curry.
- 1635 Kansas City, MO—Elsie I. Shoemaker (s).
- 1665 Alexandria, VA—Hjalmar Haaland, Joseph W. Chabot.
- 1669 Ft. William, Ont, CAN—Oscar Smeds.
- 1691 Coeur Dalene, ID—Vernon E. Perry.
- 1708 Auburn, WA—Lorence Walter Jagow.
- 1741 Milwaukee, WI—Marie Eichstaedt (s).
- 1752 Pomona, CA—Oscar H. Carlson.
- 1759 Pittsburgh, PA—Joanne G. Anderson (s).
- 1765 Orlando, FL—Homer C. Adkins, Robert J. Damrau.
- 1778 Columbia, SC—Clayton W. Fertick.
- 1789 Bijou, CA—Dorothy Denner (s).
- 1815 Santa Ana, CA—Harvey Walker.
- 1822 Fort Worth, TX—Clara Pauline Stevens (s).
- 1846 New Orleans, LA—Francis Dwyer, Thomas J. Wood.
- 1849 Pasco, WA—Charlotte M. Powell (s).
- 1856 Philadelphia, PA—Edward Schmidt, Fred Hearn, Joseph J. Canale.
- 1865 Minneapolis, MN—Elvyn S. Walters (s), Olga Wickberg (s), Wilus R. Mueffelman.
- 1871 Cleveland, OH—Esther K. Lindrose (s).
- 1889 Downers Grove, IL—Adeline L. Schuth (s), Alfred A. Schuster, Erwin Dralmeier, George Weck.
- 1894 Woodward, OK—Gladys Sallie Mayer (s).
- 1897 Lafayette, LA—Beulah Meriwether (s).
- 1913 Van Nuys, CA—Utah Sanders.
- 1914 Phoenix, AZ—Samuel Hicks.
- 1936 Lewistown, PA—Marlin E. Miller.
- 1964 Vicksburg, MS—Johnnie Sylvester.
- 1978 Buffalo, NY—Raymond J. Nelson.
- 2015 Santa Paula, CA—Nina Eugenia Olein (s).
- 2046 Martinez, CA—Edith Rae Hamrick (s).
- 2049 Gilbertsville, KY—Ophelia Marelle Myers (s).
- 2078 Vista, CA—John L. Ford.
- 2103 Calgary, Alta, CAN—William L. Erkelens.
- 2114 Napa, CA—Herman Eugene Fayal.
- 2130 Hillsboro, OR—Ruth Irma Schaber (s).
- 2158 Rock Island, IL—Maurice Mahoney.
- 2164 San Francisco, CA—Bert Charles David.
- 2172 Santa Ana, CA—Fred F. Martin, Sr., Orville J. Small.
- 2182 Montreal Que, CAN—Armand Gareau.
- 2203 Anaheim, CA—Marie Dorothy Knight (s).
- 2287 New York, NY—Charles Martin.
- 2309 Toronto Ont., CAN—Frank Whiffen, Robert Young.
- 2375 Los Angeles, CA—William D. Barkhurst.
- 2398 El Cajon, CA—Gene A. Britton.
- 2435 Inglewood, CA—Kenneth S. Knowlton.
- 2461 Cleveland, TN—Lawrence M. Green.
- 2467 Florence, CO—Ralph Allison.

In Memoriam

Continued from Page 37

Local Union, City

2520 Anchorage, AK—Daniel M. Deaver.
2536 Port Gamble, WA—Lisabelle Ruth Haynes (s).
2554 Lebanon, OR—Celesta B. White (s).
2627 Cottage Grove, OR—Warren M. Bolton.
2629 Hughesville, PA—Zack L. Robbins.
2652 Standard, CA—Charles Palmer.
2767 Morton, WA—John F. Vanning, Walter S. Arthur.
2791 Sweet Home, OR—Marcus W. Haines.
2817 Quebec Que, CAN—Zenobe Morency.
2851 La Grande, OR—James W. Gray.
2902 Burns, OR—George S. Harris.
3088 Stockton, CA—Ralph E. Trotter (s).
3141 San Francisco, CA—Joseph Copeland.
7000 Province of Quebec, LCL 134-2—Anna Sarik (s), Charles A. Audet.

Social Security

Continued from Page 12

will involve fair and humane policies to end the disgraceful treatment of the disabled. Labor and its allies in SOS will fight to repeal the 1981 cutbacks pushed through by Reagan. Supporters of Social Security also favor making it an independent agency again just as it was when it was created in 1935.

It is a fair guess that Social Security is here to stay for generations to come, rooted as it is in the American values of work incentives and mutual aid for those in need.

The anti-federal government critics will be around for a long time, too, but FDR had the foresight to use worker taxes to give workers a stake in their future. With those taxes in there, he said, workers have "a legal, moral and political right" to collect their benefits. "With those taxes in there, no damn politician can ever scrap my Social Security program," said Roosevelt.

Consumers Judge U.S. Shoes Superior

A survey by Footwear Industries of America may offer a ray of hope in the gloomy picture for the American shoe industry.

Some 1,500 adults questioned by the FIA rated American-made shoes substantially higher than imports in fit, comfort, long wear, and material. Those are the most important factors in shoe purchase decisions, according to the consumers surveyed.

Overall, U.S. shoes ranked 8.01 on a ten-point scale, compared to 6.72 for shoes from Italy, 6.33 for England, 5.84 for Spain, 5.38 for Brazil, 4.25 for Korea and 4.07 for Taiwan.

Import floods from these countries have captured over 80% of the U.S. market and severely threaten the domestic shoe industry, according to the International Trade Commission. Nevertheless, last month President Reagan announced his decision to continue administration policies of "free trade," and he refused to accept the ITC's recommendation for footwear quotas.

Building Trades Offer Tapes on Current Issues

General Treasurer Wayne Pierce, director of the UBC legislative department, has recently acquired copies of three educational videotapes produced by the Building and Construction Trades Department of the AFL-CIO. The videos feature workers on the job site, with words from the general president of the building trades. They run 5-10 minutes and can be used at meetings to inform members about current issues and promote legislative interest among workers.

Employee Benefits Taxation, explains proposals now under consideration by Congress that would make workers pay taxes on the value of employee benefits. The video offers clear arguments from a variety of sources opposed to taxation of pension, health, and welfare programs. Actions that can be taken to stop Congress from passing these proposals are included.

Grassroots Lobbying details ways to involve members at the grassroots level in politics. The presentation explains how locals and their members can be most effective in the political arena. Included are model letters and tactical suggestions for a meeting with your representative.

The Construction Industry Contract Security Act of 1985 deals with Representative William Clay's (D-Mo.) proposed legislation concerning double-breasted operations. His bill is designed to halt the growing threat of sham double-breasted operations (separate non-union companies set up by union firms to avoid collective bargaining obligations). The video is a valuable tool for getting members involved in efforts to secure the passage of this bill.

Each member of the General Executive Board has been given two copies of each video tape and will be appointing representatives in his district to bring the tapes to local and district council meetings, providing members with the opportunity to view them. General Treasurer Pierce will also be bringing the tapes to conventions and seminars to share with those in attendance.

Battleship Reunion

We have been asked by a member to alert all former crew members of the *USS New Jersey* BB62—those who served aboard the battleship at any time—to write Russ Brown, 1414 So. Western Ave., Champaign, Ill. 61821, regarding a reunion.

Pass It On, Says Local Secretary

Some commercial magazines pay experts to determine for them approximately how many people read their magazine before it's tossed away.

Carpenter knows from brief checks of its readership that three or four members of the average UBC family see our publication before it goes into the wastebasket.

We recently received a letter from Daniel Fleming, financial secretary of Local 2080, Escondido, Calif., who suggests that our regular readers go a step further:

"As we all realize one of the greatest things our first general secretary, Peter J. McGuire, did was to start the *Carpenter* magazine. This one thing probably did more to unite the carpenters and help us grow into the organization we have today.

"Several months ago you asked for suggestions as how we can improve the magazine. I have no suggestions with regard to improving the magazine, but what we should do with the magazine.

"As I am writing this letter, I am looking over at a stack of the magazines, thinking 'what a waste to leave them there' so I have decided to pass them out to the public. I have suggested to our members they not let their magazines stack up and do not throw them away after reading them. Place them in the mayor's office, city hall, libraries, hospitals, and every public office we can think of. Also lawyers, dentists, and doctors offices; pass them out to the non-union carpenters; even leave them on buses, trains, planes, etc. The idea is to get them out. . . 'don't stack them up—don't throw them away'.

"I assume you send out 600,000 to 700,000 magazines a month. If we could get just one outside person to read it every month, we could pass the message of the history, struggles, and concerns of our carpenters and all working people to millions of additional people per year. This could help us turn the tide in our favor. It can't hurt."

UBC Urges Support Of Diabetes Center

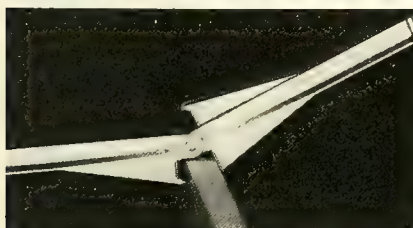
The United Brotherhood is giving its full support to raising funds for the Diabetes Research Center at the University of Miami, Fla. A dinner was held in Chicago in conjunction with the Building Trades Convention, and through UBC efforts, the AFL-CIO and the Building and Construction Trades have pledged in the neighborhood of \$8 to \$10 million for the research center in Florida.

Other fund-raising projects have begun, and will continue into the months ahead. UBC President Patrick Campbell urges members, relatives, and friends to support this worthy cause.

A special message to the UBC membership about the fund-raising efforts for the Diabetes Research Center is now available for showing to local unions and councils—videotape and/or 16 mm film.



TRUSS SPACING TOOL



Mike Jarvis of Local 2049, Benton, KY, has invented a new spacing tool. This tool was developed specifically for spacing and holding trusses as they are erected.

Major advantages to this tool are:

- Lowers material cost because it is completely reusable.
- Folds out during the truss erection process and is not in the way of trusses being set.
- Interconnects to successive tools in order to maintain precise accuracy even on large roof jobs.
- Does not require nailing.
- Reduces labor and crane rental by increased productivity.
- Coverage - 16 lineal feet; Weight - 10 lbs; Spacing - 24-inch centers only; Strength rating - 450 lbs. completed assembly.

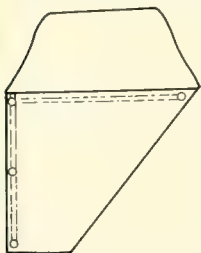
For more information write: Truslock, Inc., Route 1 Box 135, Calvert City, Ky. 42029 or call (502)898-3365.

INDEX OF ADVERTISERS

Belsaw Planer	.29
Clifton Enterprises	.21
Cline-Sigmon	.39
Marsupial Enterprises	.39

POUCH FOR SQUARE

Fred M. Rink of Chicago Ill., has received a patent for a uniquely styled Square Pouch. The genuine leather pouch is double-stitched and riveted for durability and long wear.



Its original design offers safety protection against "hooking" or dangerous accidental contact with electricity. The pouch will fit on any tool pouch belt and is worn over the hip.

The size and shape of a carpenter's square has always made it extremely awkward to carry. This leather pouch solves the problem. Manufactured in the United States, it retails for \$14.95 including shipping and handling. Visa or Master card accepted.

For more information or to order, write: Carpenter's Speed Square Pouch, Clarendon House, P. O. Box 303, Clarendon Hills, Ill. 60514

OVERLAY PLYWOOD GUIDE

From road signs to concrete forming, applications for High and Medium Density Overlay (HDO and MDO) plywood are described in a product guide available from the American Plywood Association.

The 12-page guide lists the properties and characteristics that enable durable HDO and MDO panels to withstand severe exposure and punishing use.

For a free single copy of "APA Product Guide: HDO/MDO Plywood," write the American Plywood Association, P.O. Box 11700, Tacoma, WA 98411, and request Form B360.

DOLLHOUSE SUPPLIES

Many of our readers showed an interest in our recent article about Bill Robertson, a maker of fine dollhouse miniatures.

Members interested in pursuing the hobby or vocation of creating miniatures will be interested in *The Catalogue of Dollhouses Supplies & Miniatures* available from the Dollhouse Factory, Box 456, 157 Main Street, Lebanon, N.J., 08833. Telephone: (201) 236-6404. The catalog contains information about 4,000 miniature products and sells for \$4.50, including first class delivery.

FOR TRAILS OF NAILS

Daniel Bralski of Local 11, Cleveland, Ohio, has developed special techniques for repairing, modifying, and maintaining his leather carpenter's apron. His techniques are quick and inexpensive, and they have added years to his aprons, he tells us.

He has published a small instruction leaflet to show others how to do the same. His price is \$3.00 (with an additional 6 1/2% sales tax for Ohio residents). Write: R & B Northcoast Enterprises, Dept. CA, P.O. Box 25521, Cleveland, O. 44125.

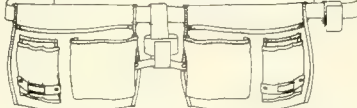
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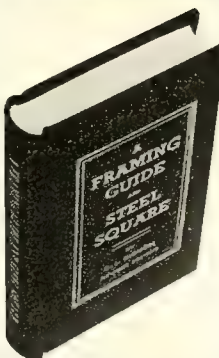
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Is This Really Economic Recovery? Or Just Talk?

*There are signs to ponder
and policies to be defined.*

It may have slipped by you in the news, last month, but the fact is that the United States, for the first time in recent history, has become a debtor nation. In brief: we owe the financial institutions of other nations more than they owe us.

That puts us in the same league as many other countries of the Western Hemisphere. Mexico has to repay \$96 billion in loans from other countries. Brazil, Argentina, Peru, Chile, and other Latin American nations owe the international bankers a total of \$360 billion.

The national debt of the United States, meanwhile, is expected to reach \$1.5 trillion by the end of this year (and there's only about 250 million of us to pay it off . . . or maybe our grandchildren can handle it). According to estimates of the Congressional Budget Office, the public debt will exceed \$2.8 trillion by 1990, **unless we change our current economic policies.** There is the problem in a nutshell . . . unless we change our current economic policies.

It is time that the Reagan Administration and some of our Congressional leaders cut out the macho talk and the political posturing and get down to the business of bailing us out.

We need in the United States a fiscal policy that will halt the imbalance between spending and revenues. And this applies, as well, to the situation in Canada.

We need a trade policy which gives North American workers and North American manufacturers an advantage in the marketplace—not a one-sided “free” trade which permits other nations to cut us out of their markets while permitting them to flood ours.

We need to rethink what has been done to the banking system of the United States. We must go back and establish fiduciary capacity and monetary stability as our main banking goal. The banking system is now almost totally deregulated. There's a branch bank on every corner. They let the capital flow and push short-term notes and quick turnovers. From 1949 to 1980, America averaged only about 6.3 bank

failures annually; between 1981 and 1984, we have averaged 44.8 failures annually. Certainly the farm-loan banking system has suffered.

We need to shore up and carefully regulate the savings and loan institutions. Small depositors and home owners are suffering because of savings and loan defaults.

We need a farm policy that will balance supply with demand at parity prices. It is a sad commentary on world conditions when we must save our farmers by selling surplus wheat to Russia while the people of Africa starve. With farm surpluses piled high in this country in almost every commodity, farm prices are below the cost of production, and thousands of banks which loan money to farmers are in danger.

We need an immigration policy which recognizes the primary needs of American workers and not the get-rich-quick needs of unscrupulous employers.

And yes, we need tax reform—not the same old special-interest loopholes of the past, but taxation which offers a fair advantage to the lower and middle-income wage earners of the nation.

Under the heading of tax reform, we must tackle the growing problem of the so-called “underground economy”—the millions of tax dollars lost to tax cheats who are involved in unreported cash payments, unreported tips, moonlighting jobs never accounted for, and unreported dividends. The Internal Revenue Service could take in an estimated \$90 billion in revenue each year by going into our underground economy and collecting unreported taxes. It would translate “tax reform” from a meaningless phrase into real reform.

Unfortunately, the Reagan Administration, in its rush to cut “big government” in 1981, eliminated a large percentage of IRS personnel.

We need a national policy of reindustrialization, so that America's basic industries can compete with the modern technology of the multinational corporations around the world.

We need to come to grips with the international drug problem. Drug production has become a multi-billion dollar business. It is not only ruining the lives of millions of our people, but it is creating an unbalanced economy. Some of our major banks have been “laundering” drug money through Hong Kong banks and Caribbean financial institutions. Drugs are creating costly crime problems all over North America.

In summary, we need, as never before, statesmanship of the highest order and a responsible consensus of the nation's needs.

Time and circumstance have brought inflation down to moderate levels, but at a high cost to

the working population. The dollar has inflated overseas to the point that foreigners are finding it profitable to buy U.S. real estate and U.S. manufacturing might.

We used to give President Richard Nixon a rough time because unemployment was at 6% of the nation's work force, two percentage points above the 4% unemployment rate which was considered normal in America under Humphrey-Hawkins legislation. Now, the general population seems to accept an unemployment rate approaching 8% without complaining, and few stop to realize that the jobless rate is actually much higher when you figure in the people who have quit looking for jobs.

A financial writer stated recently: "Sooner or later, the high-flying U.S. dollar has to come down to earth—perhaps with a crash and a new burst of inflation—to move the nation's trade with the rest of the world back toward balance. This has to happen, because there is some limit to how much foreigners will be willing to lend to the United States to finance its still-growing trade deficits . . ."

Ask some of the citizens on the street if they're better off today than they were a few years ago, and you may find some of them saying that they are, because some consumer prices have either held steady or have come down . . . and, of course, some have jobs . . . or they managed to get bank loans. But, as somebody said recently, ask the man in Peoria or Gary or Buffalo the same thing, and you may find that he's out of a job and out of jobless benefits, as well.

For the Reagan Administration to deny that imported consumer goods produced by cheap labor are a major reason for the joblessness in North America and the uncertainty of the economy in the U.S. and Canada is to deny the basic facts of economic life. Congressmen who returned to Washington last month following a summer recess have warned the President that the major concerns of the American people today are the mounting imbalance in Trade and the high budget deficits. They tell the President that trade, not tax reform, is the real issue on the minds of American voters. Members of his own party are beginning to wonder why he does not assert leadership in solving these problems.

Mr. Reagan is an avowed free trader. The American labor movement used to be too, but that was long ago when time and distances were factors. Multinational corporations today can shift their funds and their plants overseas at will, leaving American and Canadian workers high and dry without jobs or sources of livelihood. Meanwhile, nations like Japan, Singapore, India,

and others can throw up trade barriers to keep our manufactured goods out.

The AFL-CIO estimates that there are three million Americans out of work because of the current U.S. trade deficit. U.S. trade in manufactured goods has gone from a \$12 billion surplus in 1980 to an \$89 billion deficit in 1984.

The AFL-CIO, with the support of our own union, is calling upon the U.S. Congress to enact a comprehensive trade bill this year, one which is capable of forming "the foundation of a new national policy that will begin to reverse America's precipitous decline in international trade."

We need legislation to improve and streamline U.S. laws designed to relieve industries and workers injured by imports and to deal with unfair labor practices; trade adjustment assistance is still needed for those workers displaced by imports.

Two centuries ago, Benjamin Franklin told the American people, "God helps them that help themselves."

If Ben were around today, he'd remind the Reagan Administration that his advice still holds true today.



Patrick J. Campbell
General President



Address Correction Requested

Give them a hand!

The General Executive Board of the Brotherhood has authorized the creation of a UBC Retirees Club, a network of local organizations for retired members of the union and their spouses.

Like similar groups functioning in other trade unions, these local organizations will respond to the needs of the growing number of older citizens for recreation and social contacts, for community activities, and for important legislative and political education work.

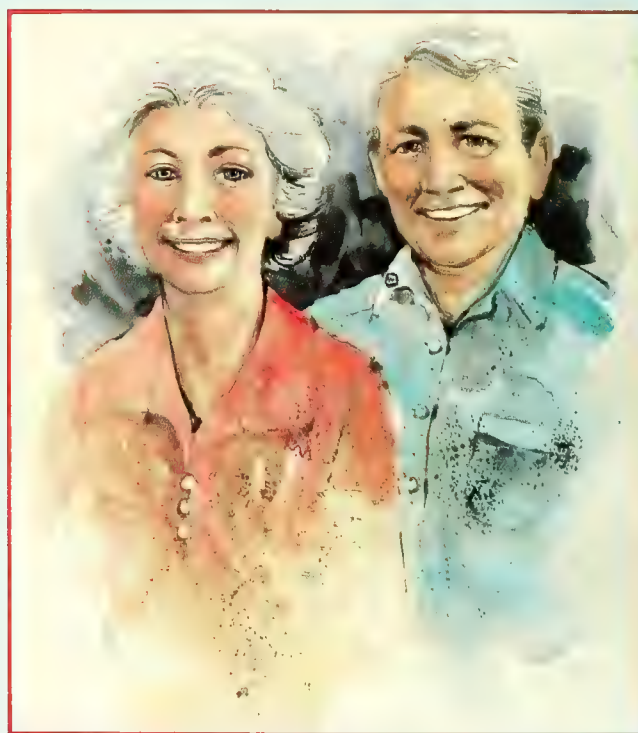
Help them get organized; help them get their local group functioning; help them to be effective!

Our retired members have served this union very well. They deserve the best from us.

The UBC Retirees Club is open to all retirees who are members of the Brotherhood. And membership is open, also, to their spouses.

The UBC Retirees Club will serve its retired members—but in doing so it will serve the UBC, too.

It's in the interest of all of us to help create and maintain strong and lively chapters of the UBC Retirees Club . . . to cooperate with it . . . and to encourage our retired members to "keep up the good work."



NEED INFORMATION?

The UBC has created a new Retiree Department at our Washington headquarters. Every local union, district and provincial council in the U.S. and Canada has been sent an information kit on the new UBC Retiree Clubs.

UBC has the following printed materials available to your local union:

- Retirees Club Constitution and Bylaws.
- Retirees Club membership cards.
- Charter Applications.
- A poster for display at union halls.
- A leaflet for retirees telling about the Retirees Club.
- An Information Kit with printed material from the UBC, the AFL-CIO, and U.S. and Canadian senior citizens organizations of interest to retirees and to those setting up UBC Retirees Club local units.

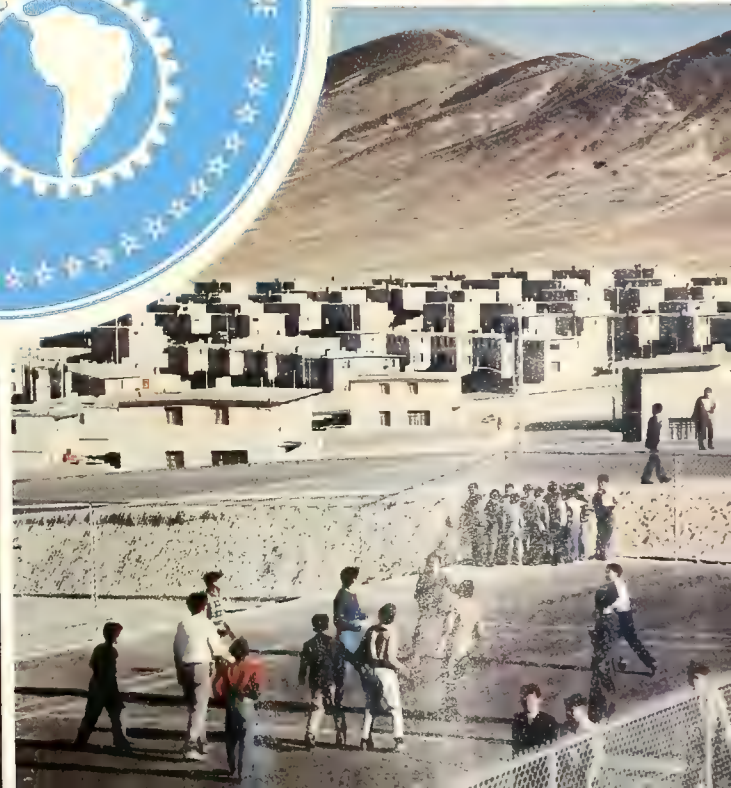
Check with your local union secretary for details on how you can help form a local club.

November 1985

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



OFFICIAL INFORMATION



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Correspondence for the General Executive Board
should be sent to the General Secretary.



PLEASE KEEP THE CARPENTER ADVISED OF YOUR CHANGE OF ADDRESS

NOTE: Filling out this coupon and mailing it to the CARPENTER only corrects your mailing address for the magazine. It does not advise your own local union of your address change. You must also notify your local union . . . by some other method.

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Secretaries, Please Note

In processing complaints about magazine delivery, the only names which the financial secretary needs to send in are the names of members who are NOT receiving the magazine.

In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

CARPENTER

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NOVEMBER, 1985

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

IN THIS ISSUE

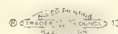
NEWS AND FEATURES

Latin American Labor Resists Communists, Terrorists	2
Leadership Seminars Talk Strategy for Competitive Edge	5
300,000 Signatures on CLIC Taxation Petitions	8
Effect of Tax Reform on Employee Benefits	9
85% in '85 Spreads Throughout South	11
Environmental Opposition Troubles L-P	13
Historic Willard Hotel Renovation	15
Design & Production Exhibits Quality	16
UBC Kicks Off for Diabetes	24
Setting New Safety Standards in Concrete	28

DEPARTMENTS

Washington Report	10
Ottawa Report	14
Labor News Roundup	18
Local Union News	19
Apprenticeship and Training	21
We Congratulate	23
Consumer Clipboard: Proper Ventilation	26
Members in the News	27
Retirees Page	29
Plane Gossip	30
Service to the Brotherhood	31
In Memoriam	36
What's New?	39
President's Message	Patrick J. Campbell 40

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THE COVER

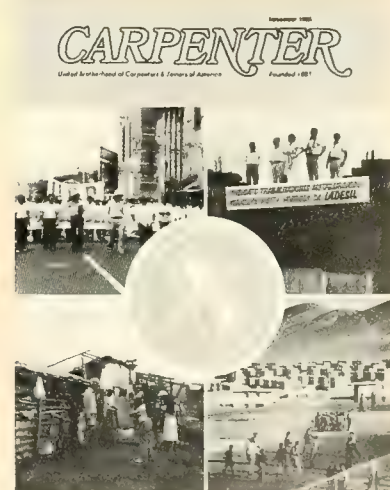
In many countries of South and Central America workers struggle for the basic freedoms Americans and Canadians take for granted. They endure poverty on the fringes of extreme wealth. They work for days for enough money to buy a pair of shoes. When they protest their conditions, they are sometimes brutalized by the local militia.

Latin Americans won their freedom from colonialism under such leaders as Simón Bolívar, José de San Martín, and Benito Juárez many years ago, but they often discovered, too late, that local totalitarian regimes took their freedom away.

Labor unions in North America have shown growing concern with conditions in Latin America. When workers work for slave wages under extreme working conditions, their economies suffer and the North American economy suffers as well.

This month, our cover story concerns the work of the American Institute for Free Labor Development, whose official emblem, with its title translated into Spanish, appears on our cover. At top left, a peaceful demonstration of Popular Democratic Unity (UPD) in El Salvador. At upper right, trade unionists inspect work on a union education center and health clinic in Brazil. At lower right, worker housing and recreation facilities in a Latin American community. At lower left, AIFLD representatives distribute metal roofing to workers in Colombia living in temporary shelters following an earthquake.

NOTE: Readers who would like additional copies of our November cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

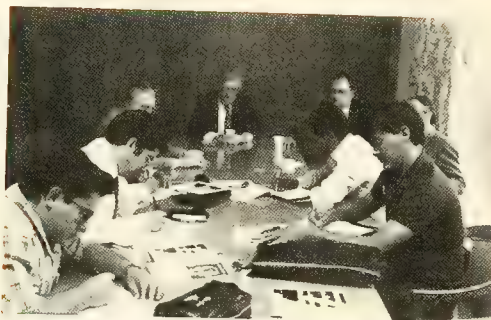




A group of Nicaraguan union members welcome American trade unionists to the town of Chinandega. Some placards read: "No tenemos alimentos"—"We don't have any food," in a protest against Sandinista policies.



Work progresses on a union headquarters for bank workers of Brazil. Part of the construction cost was borne by the Special Activities Development Fund of the U.S. Agency for International Development and the American Institute for Labor Development.



To encourage democratic trade union practices in other nations, the U.S. Department of Labor and other federal agencies sponsor visits to the U.S. of foreign trade union leaders. Above, UBC General Officers Sigurd Lucassen, Anthony Ochocki, and John Rogers hold discussions with Latin American visitors.



Salvador Carazo, secretary general of the Salvadoran Federation of Construction, Transport, and Allied Workers Unions, speaks at a meeting of the AFL CIO's International Affairs Committee.

Latin American Labor Resists Communists

THE AMERICAN INSTITUTE FOR FREE LABOR DEVELOPMENT

Behind the headlines coming out of Latin America telling of turmoil and revolution in Nicaragua, El Salvador, Peru, Bolivia, and other nations south of our borders is an almost untold story about the struggle for the minds and souls of Latin America's 50-million-member working force.

As never before, Soviet and Cuban agents are seeking to export their brand of "trade unionism" throughout the Southern Hemisphere in an effort to destroy the good Pan-American relations

between the United States, Canada, and their neighbors to the south.

The Monroe Doctrine, which protected many western nations against imperialism for more than a century, has little meaning today, as Moscow-trained agents infiltrate the ranks of Latin American workers.

To help Latin American trade unionists do battle against such enemies, the American labor movement is intensifying a program which it has been conducting in one form or another for more than a half century—bringing trade unionists to the United States to show them the workings of our free and democratic trade unions and training



When Fidel Castro permitted resistance leader Huber Matos, third from left, to leave Cuba for the United States, one of the first Americans to welcome him was AIFLD Director William Doherty Jr. They are flanked by two other released Cuban prisoners.



With technical support from American labor, 23 carpenters in one Latin American community formed a cooperative to manufacture furniture. Here they produce cribs for a local day care center.



Armando Vergara of the Los Angeles County, Calif., District Council of Carpenters, left, with the leader of a Central American carpenters' cooperative during a recent AIFLD-sponsored trip.



In El Salvador, Jose Rodolfo Viera, secretary general of the Union Comunal Miguelena, helps to create classroom space for a carpentry shop and a sewing academy. All such work was done free of charge by union members.

Terrorists, the Radical Right

CARRIES ON 67-YEAR STRUGGLE FOR DEMOCRACY.

them to combat subversives. They work with labor attachés at various U.S. embassies. They participate in countless inter-American conferences, voting down efforts by Communists, radicals, and right-wing extremists to dominate each conference, each union, each federation.

It is a hard and sometimes thankless struggle, and for 23 years the work has been directed by the American Institute for Free Labor Development (AIFLD); but even before that, American labor was assisting Latin American trade unions.

It was Samuel Gompers, the first president of the American Federation

of Labor, who first extended the hand of fellowship and support to our Southern neighbors, particularly to those in Mexico. In 1918 he helped to form the Pan-American Federation of Labor in Larado, Tex. He died six years later in San Antonio, Tex., while returning by train from an international labor meeting in Mexico.

Over the years, our union and many other unions have worked to bring democracy to the labor movement of South and Central America. In 1968, Anthony Ramos, executive secretary-treasurer of the California State Council of Carpenters, toured Brazil for three weeks

Continued on Page 4

What is AIFLD?

Representatives of democratically-functioning labor unions throughout Latin America look to one organization in the United States for guidance and support—the American Institute for Free Labor Development.

Founded during the AFL-CIO presidency of George Meany, AIFLD now has offices in 16 countries and is staffed by 56 multi-lingual trade unionists. Its \$8 million annual budget is funded for the most part by the U.S. Agency for International Development, with the balance of funds supplied by the AFL-CIO and its affiliates. Prime mover of AIFLD is its executive director, William Doherty Jr.

Doherty was born into the labor movement. His father was president of the National Association of Letter Carriers. Doherty saw air-combat duty in WWII, attended seminary for two years, and then moved on to law school. In 1954, he went to work as a Latin American representative with the pro-Western Postal, Telephone, and Telegraph International. At that time, collective bargaining was basically unheard of in many nations of the world and pay raises were often achieved through rioting.

Says Doherty in a recent *Reader's Digest* article: "Communists target organized labor for one reason—to secure power over foreign governments. We believe in a trade union movement independent of governments, political parties, employers."

AIFLD has a record of many successes, and much pain. Over 50 of Doherty's allies have been murdered, including two of his closest aides. Doherty receives death threats himself. But AIFLD helped recapture the fruit workers' union in Honduras from the communists, helped organize the Ecuadorian Confederation of Free Trade Unions in Ecuador to oppose the Marxists, and helped organize 350,000 Salvadoran farmers and urban workers in El Salvador into democratic unions.

In addition, under AIFLD tutelage, close to 500,000 trade unionists have studied comparative economic systems, union leadership, collective bargaining, and theories of democracy in 17 Latin American countries. More than 4000 labor leaders have been brought by the AIFLD to attend classes at the George Meany Labor Studies Center in Silver Spring, Md.

But perhaps the highest compliment of AIFLD's worth comes from Representative Jack Kemp (R-NY). "Freedom-loving people everywhere owe Doherty and his colleagues an eternal debt of gratitude."

Latin America

Continued from Page 3

as part of a U.S. State Department Agency for International Development program. He conducted more than 60 interviews in many Brazilian communities, talking to government leaders, trade unionists, and local officials about labor problems. Ramos and a representative of the Plumbers made up the first team of U.S. building tradesmen to officially visit Brazil.

In the September issue of *Carpenter* we related the story of Santiago Iglesias, an early leader of the UBC who led the Puerto Rican labor movement and helped to found the Pan American Federation of Labor.

A delegation of Western trade unionists, including Armando Vergara, Los Angeles County District Council of Carpenters, recently went on a fact-finding mission to Costa Rica, Nicaragua, El Salvador, Honduras, and Guatemala. The purpose of the trip was "to meet with union brothers and sisters in Central America to gain a better understanding of their struggle for trade union rights, economic progress, and democracy, and to find out how unions in the United States can assist in this struggle." The delegation, coordinated by AFL-FLD, was sponsored by the AFL-CIO. In addition to the Carpenters, delegates represented the Communications Workers, the Teachers, Oregon AFL-CIO, Dallas County AFL-CIO, Food and Commercial Workers, Bricklayers, Professional and Technical Engineers, AFL-CIO Headquarters, and the Central Labor Council of Orange County, Calif.

COSTA RICA—In Costa Rica, the tour's first stop, delegates met with a number of leaders from the Confederación Nacional de Trabajadores. Leaders of the CNT told the delegation that they were very proud of the fact that just recently the CNT won a major political victory by gaining three positions on the Liberation Party's list of legislative candidates for the upcoming national elections. Although Costa Rica is torn by severe economic problems, the CNT, under the leadership of Gilbert Brown, believes that it is on the verge of making gains in unorganized sectors of the country's labor force.

NICARAGUA—In Nicaragua, the delegation met with both the Sandinista Labor Federation and the two main independent trade union groups, the Confederación de Unificación Sindical and the Confederación de Trabajadores Nicaraguenses. Delegates also spoke to the government's minister of labor, and editors from both the independent and the Sandinista newspapers.

In terms of trade union rights abuses, members of both the CUS and the CNT explained that in their efforts to organize

UBC Letters Aid Peruvian Carpenter

In March, 1984, *Carpenter* Magazine and members of the UBC joined Amnesty International in an effort to obtain the freedom of a Peruvian carpenter unjustly jailed in a police roundup of "Shining Path" terrorists.

Santiago Soto Inca was arrested on June 4, 1981, in a small rural community in the Andes. He had been called to the local police station to do some carpentry work. When he arrived, he was falsely accused of giving shelter to the terrorist group and was thrown into prison.

It was not until July 9, four months ago, that the 5th Correctional Tribunal of Peru heard Santiago's case and declared him innocent of all charges.

"He is now traveling back to his land of Andahuaylas," his lawyer writes. "With him, 29 other citizens held for four years were freed."

While Santiago was in prison, the Peruvian president and the Peruvian minister of justice received many letters from United Brotherhood members on behalf of Santiago, and Amnesty International tells us that these letters made a difference.

In a recent letter to an Amnesty International representative, Santiago wrote: "Give my thanks to the Carpenters for their solidarity on my behalf. I send a brotherly greeting to each and every one of them."

(and in the CUS case to establish agricultural cooperatives, sewing schools for women, and construction-skills training programs for displaced Miskito Indians) they were being confronted at almost every turn by Sandinista harassment, intimidation, and bureaucratic obstacles. Government permits are required for most transactions in Nicaragua, and such permits are often withheld from non-Sandinista organizations.

Another disturbing aspect of Sandinista policy toward free trade unions was that delegation members were told that "complete trade union freedom" exists in Nicaragua, and that workers have the right to strike "within the context of the law." However, a member of the international bureau of the CST explained that while the right to strike was necessary under a capitalist system, there is less need for it under a revolutionary government run by "workers and peasants."

EL SALVADOR—While in El Salvador the delegation met with both the Government-appointed human rights organization and with Tutela Legal of the Catholic Archdiocese. A good deal of time was spent with leaders of the Confederación de Trabajadores Democráticos, who met the delegation at their headquarters, and took the delegation to a sewing school and to an agricultural cooperative called "La Palma."

On June 5, the delegation had an hour-long meeting with President Duarte. The delegation left with the impression that reform of the judicial system is the next great hurdle for further development of Salvadoran democracy.

Nearly all the union members and campesinos with whom the delegation met expressed their deep gratitude for the long involvement of the AIFLD in their struggle for trade union rights and land reform.

GUATEMALA—During the delegation's short stay in Guatemala it visited with leaders of the Confederación de Unidad de Guatemala, with American Embassy personnel, and with several of the major political candidates who will be competing in the November elections.

Often called the "country of eternal spring," Guatemala was called the "country of eternal violence" by the delegation's trade union hosts. But partly due to changes in attitude among some sectors of the military, and partly due to worsening economic conditions for which the military wants to seek new solutions, the climate may be changing. There appears to be a new willingness to move toward democratic elections and civilian government.

HONDURAS—In Honduras the delegation met with numerous union leaders from the largest labor federation, the Confederación de Trabajadores de Honduras. Top leaders from the CTH accompanied the delegation when it had an hour-long meeting with President Roberto Suazo Cordova on June 11. During its three days in Honduras the delegation also visited a refugee camp near the Nicaraguan border, received an extensive briefing from USAID officials, and participated in a political education class of mid-level union leaders, funded by the newly created National Endowment for Democracy.

Although Honduras has the lowest per capita income in Central America, it appears to have some of the most rapidly-developing democratic institutions of any country in the region. The delegation was especially pleased to find a strong trade union movement, organized in many sectors of the economy, which had taken a quantum leap in political participation by helping resolve the country's recent constitutional crisis.

As stated in the delegation's final report, "overall, we were impressed with the strength and tenacity of democratic trade unions in the region, often in the face of harrowing conditions and brutal repression. We were pleased to learn more about the role of the AFL-CIO's AIFLD in helping sustain these movements. AIFLD has been active in Central America for more than 20 years, long before current political events increased public awareness of the region."

The trip to Central America was the third project carried out by the AIFLD under a new program of labor exchanges funded by the National Endowment for Democracy. The first was a delegation of Latin American and Caribbean labor leaders who observed the 1984 U.S. election campaign. The second was a team of officers of AFL-CIO unions in New England which visited five countries of Central America in November 1984.

Leadership Seminars Talk Strategy to Give Union Craftsmen 'Competitive Edge' in Job Market

Local and district officers cover many topics in a series of busy workshops

"It is time we took the offensive as dedicated trade unionists," General President Patrick J. Campbell said as he opened the general sessions of the final UBC Leadership Seminars of 1985 last month. "It is time that we launch a counterattack against those who would destroy collective bargaining and eliminate union representation in industry."

As he looked out on the three large assemblies of local officers and business agents, Campbell assured them that all United Brotherhood departments and facilities are mobilized to assist them in bringing new vitality to our international union and to its broad membership.

The theme of the 1985 seminars was "You are your brother's keeper," and all of the seminars and workshops were designed to explain how and why.

Though General Secretary John S. Rogers reported drops in membership in some parts of the country, the feelings of seminar delegates were upbeat as they tackled a broad range of labor-management problems.

PHILADELPHIA, PA.—September 15–20, for Districts 1, 2, and 4



Robert Georgine, president of the AFL-CIO Building and Construction Trades and a member of the Brotherhood, told the seminar participants: "As we in the construction industry move into the future, we can slowly walk down the lane, waiting for a few apples to fall from the tree, or we can march down the boulevard, ready to take the future by storm. We can muddle through, hoping that someone else will help us when we stumble, or we can join together as we march and build a strong, stable labor movement that will create jobs for our members and a brighter future for our society."

First General Vice President Sigurd Lucassen reminded the local leaders that the Brotherhood's apprenticeship and training program should be giving UBC members "the competitive edge" in the construction industry, and he reminded his audience that

the Brotherhood's pro-rata pension program should be another program offering "the competitive edge." UBC members must eventually have 100% reciprocity in pro-rata agreements in order to achieve greater financial security. He warned seminar participants that some management leaders are usurping their responsibilities in collective bargaining and attempting to withdraw from joint labor-management plans. He warned, too, that some plans sound good but do not work. He told delegates to negotiate local agreements carefully.

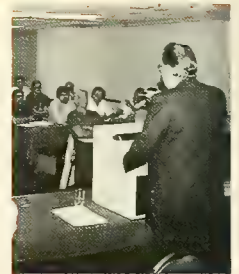
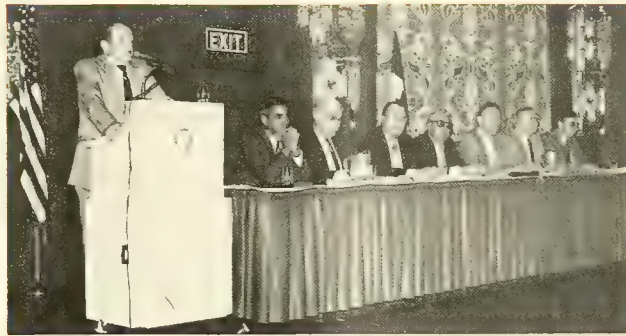
Vice President Lucassen, with the assistance of UBC Associate General Counsel Kathy Krieger, conducted workshops on legal matters and UBC policies. They reviewed procedures for establishing local and district council bylaws that conform to the UBC Constitution. Proper procedures for

establishing dues, initiation fees, and assessments were reviewed. It was emphasized that all affiliates must have periodic audits of their books and not just reviews. Rules of eligibility for election to office were discussed. A member's legal rights during a strike and the union's right to enforce union security clauses were analyzed.

Second General Vice President Anthony Ochocki conducted a workshop on the day-to-day problems of union administration and dealings with contractors. Ochocki stressed that local union leaders must become more "sales oriented" regarding union labor's advantages over non-union construction and must support union contractors in their efforts to bid successfully on projects.

General Secretary John Rogers illustrated with charts and slides the "state of the union" in every state, province, and UBC

DENVER, COLO.—September 22–27, for Districts 5, 7, and 8



district in North America. The statistics clearly showed the tremendous organizing job facing the union in 1986. Rogers also reviewed the UBC's international agreements and pointed out their growing importance.

Reviewing the membership situation throughout the U.S. and Canada, Rogers called attention to a statistical pattern evident in many areas: the loss of a disproportionate number of young members through suspensions. He noted that part of this is due to the lack of employment opportunity in some areas and partly to the fact that many young men and women who have completed their four years of apprenticeship have gone non-union following graduation. Rogers stressed the need for instilling the

spirit and philosophy of trade unionism in new members.

The second, third, and fourth day of each seminar was devoted to workshops. The agenda was arranged so that seminar participants were able to rotate to workshops on new topics each day. Tom Hohman, assistant to the general president for construction organizing, conducted a workshop on organizing, assisted by an executive board member and a panel of international representatives. He explained the "Operation Turnaround" program and urged local officers to participate. Jim Davis, assistant to the general president for jurisdiction, and board members covered jurisdictional matters in carpentry, millwrighting, interior systems, and piledriving. Their purpose was to

make fulltime representatives familiar with the breadth of the trade and the latest trends in technology. The work of other building tradesmen was defined and the areas of conflict discussed.

General Treasurer Wayne Pierce conducted a workshop on political action, explaining the legislative work of the UBC and the Carpenters Legislative Improvement Committee.

At the final session of each seminar, General President Campbell emphasized the need for greater team work among the locals and councils. He reminded that the Brotherhood's general convention is only one year away, and he hopes to report substantial progress in all areas when that body convenes next October.

FRENCH LICK, IND.—October 6–11, for Districts 3 and 6



CLIC UPDATE

More than 300,000 Signatures On CLIC Taxation Petitions

Our CLIC Program is actively involved in lobbying Congress on numerous pieces of legislation of tremendous importance to Brotherhood members. This report focuses on several critical issues and provides an update on our activities and positions.

DAVIS-BACON

As reported in the July *Carpenter*, there has been a move in Congress, spearheaded by Senator Phil Gramm (R-Tex.), which would have exempted military construction projects of less than \$1 million from provisions of the Davis-Bacon Law. This "foot-in-the-door" approach to repealing the Davis-Bacon Act was defeated in the conference committee. While many friends helped defeat this attempt, particular thanks goes to House Education and Labor Committee Chairman Augustus Hawkins (D-Calif.).

DOUBLE BREASTING

H.R. 281, the Double Breasting Bill, which would make it harder for unionized construction firms to set up non-union companies to perform similar work, now has 144 cosponsors. The bill is now awaiting floor action which hopefully will happen in the near future.

TAXATION OF EMPLOYEE BENEFITS

The House Ways and Means Committee has begun markup on a "tax reform" package. Recently Committee Chairman Don Rostenkowski (D-Ill.) offered an alternative to President Reagan's tax reform plan. However, we fared no better in that the Rostenkowski proposal includes the taxation of employee benefits.

In an attempt to ensure that any tax bill reported out by the House Ways and Means Committee does not contain provisions which would tax employee benefits, Congressman Augustus Hawkins (D-Calif.) and 12 of his colleagues on a bi-partisan basis introduced a Sense of the House Resolution which states that employee benefits should not be taxed.

The purpose of the resolution is to give Members of Congress who are not on the Ways and Means Committee a chance to voice their opinion prior to a bill being reported out of the committee.

The petitions which were circulated and signed by many UBC-CLIC members were a great help in our efforts to solicit cosponsors for the Hawkins Resolution. As one legislative representative puts it, "Walking into a Congressman's office and being able to say that 100 or so people in your district have signed this petition and want you to oppose the taxation of benefits made our arguments even more compelling."

As we go to press, there are 258 Members of the House—185 Democrats and 73 Republicans—who have co-sponsored the resolution, and they are listed below. Should your Representative be on this honor roll and you happen to see him or her, say thanks and well-done.

And our thanks to you and your CLIC membership for all your help and support.

Patrick J. Campbell, *General President*;
Sigurd Lucassen, *CLIC Chairman*;
Wayne Pierce, *UBC Legislative Director*.



The Carpenters Legislative Improvement Committee recently turned over to House and Senate committees in Washington two sets of petitions with more than 300,000 signatures, collected by UBC members all over the U.S. and urging Congress not to tax fringe benefits but to eliminate corporation tax loop-holes and set a minimum corporate tax.

General Treasurer Wayne Pierce, center, accompanied by Legislative Representatives John Dalton and Kevin Campbell, and others took the stacks of petitions to Capitol Hill.

The following are the co-sponsors of the resolution opposing taxation on employee-benefits:

Ackerman (D-NY)	Ford, William (D-MI)	Mrazek (D-NY)
Addabbo (D-NY)	Frost (D-TX)	Murphy (D-PA)
Annunzio (D-IL)	Fuqua (D-FL)	Nichols, William (D-AL)
Applegate (D-OH)	Garcia (D-NY)	Nowak (D-NY)
Aspin (D-WI)	Gaydos (D-PA)	Oberstar (D-MN)
Aucoin (D-OR)	Gejdenson (D-CT)	Pashayan (R-CA)
Barnes (D-MD)	Gilman (R-NY)	Penny (D-MN)
Bedell (D-IA)	Gingrich (R-GA)	Perkins (D-KY)
Bentley (R-MD)	Gordon (D-TN)	Quillen (R-TN)
Bevill (D-AL)	Gray, Kenneth (D-IL)	Rahall (D-WV)
Bilirakis (R-FL)	Hall, Tony (D-OH)	Richardson (D-NM)
Boehler (R-NY)	Hammerschmidt (R-AR)	Ridge (R-PA)
Boner (D-TN)	Hayes (D-IL)	Rinaldo (R-NJ)
Borski (D-PA)	Hefner (D-NC)	Roberts, Pat (R-KS)
Bosco (D-CA)	Hertel (D-MI)	Robinson (D-AR)
Boucher (D-VA)	Hiler (R-IN)	Rodino (D-NJ)
Breaux (D-LA)	Horton (R-NY)	Roe (D-NJ)
Brooks (D-TX)	Howard (D-NJ)	Rose (D-NC)
Bruce (D-IL)	Hubbard (D-KY)	Savage (D-IL)
Bryant (D-TX)	Hunter (R-CA)	Scheuer (D-NY)
Burton, Sala (D-CA)	Johnson, Nancy (R-CT)	Shelby (D-AL)
Carr (D-MI)	Jones, Ed (D-TN)	Shuster (R-PA)
Clay (D-MO)	Jones, Walter (D-NC)	Sikorski (D-MN)
Clinger (R-PA)	Kanjorski (D-PA)	Sisisky (D-VA)
Coelho (D-CA)	Kaptur (D-OH)	Smith, Lawrence (D-FL)
Coleman, Ronald (D-TX)	Kastenmeier (D-WI)	Snyder (R-KY)
Collins, Cardiss (D-IL)	Kildee (D-MI)	Solarz (D-NY)
Conte (R-MA)	Klecza (D-WI)	Staggers, Jr. (D-WV)
Conyers (D-MI)	Kolter (D-PA)	Stallings (D-ID)
Courter (R-NJ)	Kostmayer (D-PA)	Stangeland (R-MN)
Craig (R-ID)	Leach (R-IA)	Stokes (D-OH)
Crockett (D-MI)	Lehman, William (D-FL)	Tallon (D-SC)
Darden (D-GA)	Leland (D-TX)	Taylor (R-MO)
Davis (R-MI)	Lent (R-NY)	Torres (D-CA)
De La Garza (D-TX)	Lewis, Jerry (R-CA)	Torricelli (D-NJ)
Dellums (D-CA)	Lightfoot (R-IA)	Towns (D-NY)
Dioguardi (R-NY)	Lloyd (D-TN)	Trafficant (D-OH)
Dixon, Julian (D-CA)	Lott (R-MS)	Traxler (D-MI)
Dowdy (D-MS)	Lowry (D-WA)	Vento (D-MN)
Dymally (D-CA)	Luken (D-OH)	Volkmer (D-MO)
Dyson (D-MD)	Madigan (R-IL)	Walgren (D-PA)
Eckart, Dennis (D-OH)	Manton (D-NY)	Waxman (D-CA)
Edgar (D-PA)	Martinez (D-CA)	Weaver (D-OR)
Edwards, Mickey (R-OK)	Mavroules (D-MA)	Weiss (D-NY)
Erdreich (D-AL)	Mazzoli (D-KY)	Wheat (D-MO)
Evans, Lane (D-IL)	McCloskey (D-IN)	Whitehurst (R-VA)
Fascell (D-FL)	McDade (R-PA)	Wilson, Charles (D-TX)
Fazio (D-CA)	McEwen (R-OH)	Wise (D-WV)
Feighan (D-OH)	Mikulski (D-MD)	Wortley (R-NY)
Fish (R-NY)	Mitchell, Parren (D-MD)	Wright (D-TX)
Florio (D-NJ)	Molloy (D-WV)	Wyden (D-OR)
Foglietta (D-PA)	Moody (D-WI)	Yates (D-IL)

Continued on Page 35

Top Contributors to CLIC in 1984

The following are the top 12 local unions for total amount collected per total number of members:

Locals with 1 to 50 members, top 3

L.U. 1263 Georgia	\$449.80
L.U. 587 South Dakota	431.95
L.U. 3031 Mississippi	319.20

Locals with 51 to 250 members, top 3

L.U. 384 North Carolina	1,755.73
L.U. 250 Illinois	979.66
L.U. 2351 Wisconsin	894.88

Locals with 251 to 500 members, top 3

L.U. 2158 Illinois	1,946.24
L.U. 1906 Pennsylvania	1,691.75
L.U. 1024 Maryland	1,630.97

Locals with 501 and over membership, top 3

L.U. 964 New York	7,324.62
L.U. 483 California	3,793.35
L.U. 66 New York	1,851.64

The following are the top five local unions contributing the largest sum:

L.U. 210 Connecticut	\$7,418.66
L.U. 964 New York	7,324.62
L.U. 483 California	3,793.35
L.U. 586 California	3,086.74
L.U. 608 New York	2,859.64

The following are the top five district councils contributing the largest sum:

Baltimore & Vicinity District Council	\$9,410.62
Los Angeles County District Council	7,367.88
Chicago & N.E. Illinois District Council	6,989.08
Western Pennsylvania District Council	6,267.24
Greater St. Louis District Council	5,894.00

The following are the top five state councils contributing the largest sum at an annual convention or conference:

Washington State Council	\$7,447.13
New Jersey State Council of Carp.	
Non-Partisan PEC	4,000.00
Indiana State Council Convention	3,084.00
Oregon State District Council	2,146.00
Missouri State Council	1,757.00

Other conventions or conferences that contributed a collection are as follows: Connecticut State Council Convention, Florida State Council Convention, Illinois State Council Convention, Industrial Council of Indiana Convention, Kansas State Council Convention, Louisiana State Council Convention, Massachusetts State Council Convention, Michigan State Council Convention, Minnesota State Council Convention, Mississippi State Council Convention, Montana State Council Convention, New Jersey Council of Carpenters Non-Partisan P.E.C. Annual Legislative Conference, New York State Council Convention, Willamette Valley District Council Convention, Pennsylvania State Council Convention, Tennessee State Council Convention, Texas State Council Convention, Mid-Atlantic Industrial Council Convention, Pacific Coast Council of Pledrivers Conference, and Midwestern Industrial Council Convention.



The Effect of Tax Reform On Employee Benefits

Treasury I... "tax simplification"... Treasury II? It sometimes seems there are enough different proposals on tax reform in Washington this year that every American taxpayer could have his very own. Despite the overlap of the numerous reform proposals, almost no canon of reform has sufficient across-the-board support this year to protect it from further modification and compromise.

According to a study by Employee Benefit Research Institute, chances are "95% or better" that a tax on employee benefits will be included in any tax reform plan approved by Congress this year. In addition to an employee benefits tax, EBRI predicts that tax reform will include restrictions on 401(k) individual retirement plans and changes in the nondiscrimination rule in benefits tests.

Under Treasury II, most welfare benefits—such as group-term life insurance up to \$50,000, legal services, and dependent care—would remain tax-exempt.

Treasury II, though still a proposal, is likely to strongly influence the shape of any final adopted changes in our tax system. The Martin Segal Company, a major insurance consulting firm that consults for many unions, recently reported on the effect of Treasury II. Following is a summary of their findings.

Health Insurance

Under the Treasury II proposal, a tax would be imposed on employer-paid health insurance. An employee with individual health insurance coverage would have to pay income tax on the first \$10 a month, or \$120 a year, paid by the employer for that coverage. An employee with family coverage would have to pay taxes on the first \$25 a month, or \$300 a year. It is unclear whether the proposed taxable amount would be subject to social security or federal unemployment tax, and whether it would apply to retirees or other non-active employees and dependents.

401(k) Plans

Unlike the Administration's first tax reform proposal, Treasury II does not call for the abolishment of 401(k) individual retirement plans, which allow employees to choose between current cash and a contribution to a profit sharing plan. Though Treasury II does not call for a repeal of 401(k) plans, it does place tighter restrictions on them. Public sector and tax-exempt employers, such as labor unions and employer trade associations, would be prohibited from establishing 401(k) plans under the Administration's proposal. It is not clear whether existing plans would face immediate liquidation.

Death Benefits

Currently death benefits received under life insurance contracts are tax-exempt, regardless of the amount of the benefit. However, uninsured employer-paid benefits are taxed once the benefits exceed \$5,000. Treasury II would tax the entire benefit paid under uninsured employer-paid death benefits. Exemptions for benefits under a life insurance contract would be retained.

Non-discrimination Rules

Rather than examining and evaluating a plan based on its effectiveness, as the present system does, Treasury II would apply standardized non-discrimination rules to all plans. Such an arbitrary application of these rules could conflict with some collectively bargained plans, forcing them to be renegotiated even if they had exhibited no pattern of discrimination. The proposal does not make clear whether the tests would be applied separately to collectively bargained plans and to plans for employees outside of the bargaining unit, or whether they would be applied jointly to both.

Washington Report



"COMPROMISE" TAX PLAN?

AFL-CIO President Lane Kirkland said that a House Ways and Means Committee "compromise" alternative to the Reagan tax overhaul plan still tilts too much in favor of corporations and the rich at the expense of middle-income taxpayers.

In a letter to Ways and Means Chairman Dan Rostenkowski (D-Ill.), Kirkland called it "unfortunate that after all of the months of hearings and deliberations, the Committee seemingly remains locked into the parameters established by the Administration: revenue neutrality, drastic cuts in tax rates for the wealthy, and only a small shift in the distribution of tax burdens between corporations and individuals."

"A tax bill developed under these conditions will fail the fundamental test for tax reform—ending unfairness toward people who work for their money and eliminating favoritism toward those whose money works for them," Kirkland said.

As key steps toward "a fair tax reform," the federation chief said the committee in coming weeks "must retain the existing tax treatment for employer-provided benefits as well as the deduction for state and local taxes, and the second-earner and child care credit." It is these four parts of the Administration's tax package which would be most harmful to wage earners, he said.

DISEASE COMPENSATION

Important congressional legislation aimed at establishing an adequate and fair compensation system for victims of asbestos and other related occupational diseases was introduced in the House recently. The bill affects thousands of Building Trades members and has the support of the AFL-CIO Building Trades Department.

The Federal Occupational Disease Compensation Act of 1985 (H.R. 3090) was introduced by Rep. Pat Williams of Montana and provides for "the compensation of individuals who are disabled as a result of occupational exposure to toxic substances." It also proposes to develop a "fair, adequate and equitable compensation" system for disease victims.

The BCTD made major suggestions during the bill's drafting and subsequently endorsed it as an important legislative response to the crisis caused by asbestos exposure.

UNEMPLOYMENT RATE AT 7.1%

The nation's civilian unemployment rate edged up to 7.1% in September due largely to a continuing erosion of manufacturing jobs, the Labor Department reported.

In August the jobless rate had declined to 7.0%, the lowest level since April 1980, from the 7.3% range where it had hovered for most of this year.

Rudy Oswald, the AFL-CIO's chief economist, attributed the stubbornly high level of unemployment to what he called "wrongheaded trade and economic policies" of President Reagan. "The Reagan Administration is twiddling its thumbs while unemployment continues at intolerably high levels," he said.

Manufacturing job losses in September, which totaled 110,000, were especially evident in the durable goods industries, particularly motor vehicles, machinery, and electrical and electronic equipment, the department said.

Oswald said manufacturing jobs "are disappearing rapidly because of the continuing flood of imports." He said Congress should take "fast and decisive action on trade legislation to protect American workers."

TO CHECK DEPENDENTS

In a report delivered to members of Congress, the Joint Committee on Taxation has suggested issuing Social Security numbers to children at birth.

The idea is to require people to list Social Security numbers of dependents on their tax returns, which would then be checked against IRS records by a computer matching program, cutting down on taxpayers who claim the \$1,000 personal exemptions on their tax returns for dependents they don't have.

According to IRS estimates, as much as \$8.1 billion could be lost between 1986 and 1990 "by people wrongfully claiming personal exemptions." The figure is based on data gathered between 1976 and 1979.

AID FOR DISLOCATED WORKERS

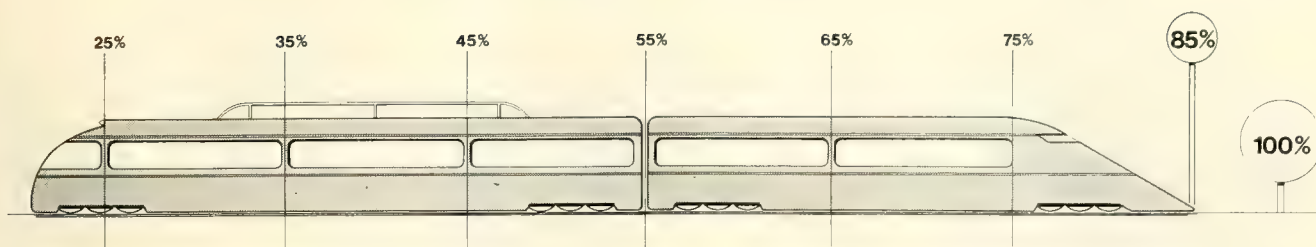
The AFL-CIO Human Resources Development Institute (HRDI) in Kenosha, Wis., will receive \$1,286,467 to operate a project serving dislocated workers, Secretary of Labor William E. Brock announced recently.

In making the announcement, Brock said that \$1.6 million has been awarded to two dislocated worker projects in Wisconsin. The projects, funded under Title III of the Job Training Partnership Act, will assist more than 1,150 persons.

IRS GETTING BACK TAXES

Getting away without paying your taxes is getting harder to do. In the late 1960s, the IRS collected back taxes on roughly 60% of all returns audited. Today the collection rate stands at about 84%.

And future IRS audits will focus on returns where tax avoidance is likely rather than a statistical sampling system, according to IRS Commissioner Roscoe Egger.



"85% In '85" Spreads Throughout South

The UBC has an answer to "right-to-work" laws in Southern states—a coordinated organizing program in UBC-represented shops. Called "85% in '85," the goal of the program is to bring local union membership up to 85% of the employees in each UBC shop by the end of 1985. Key to the program is local union members signing up fellow workers in their shops.

The program has been extended to ten "right-to-work" states where the law prohibits a union shop clause requiring all employees in a shop to join the union. The Southern Council of Industrial Workers adopted the program in May, and, although the Mid-Atlantic Industrial Council is just getting its program underway, both are experiencing impressive results.

Included in an overall educational program is steward and officer training for "85% in '85" in-plant organizers. An individual is not just asked to sign an application card—the "85% in '85" organizer explains the purpose of the union and what role the individual can play in building the local. The goal is not just more members but stronger local unions better able to represent and win gains for their membership. It is hoped that in-plant organizing committees made up of local union members will assist the UBC in organizing non-union targets in each local's jurisdiction.

Southern Council of Industrial Workers: Over 600 new members signed

A UBC "85% in '85" organizing team, made up of International and Council representatives, has lit a fire in SCIW locals. Since May, when the

program got underway, over 600 new members have been signed up. The organizing team, coordinated by International Representatives Earnie Curtis and Robert Bracken, is composed of Council representatives Steve Herring, Randall Sanderson, Alvin Smith, Bill Starks, Jones Fitzhugh, and Tim Byrd; and International Representatives Alice Beck, Ed Fortson, and Robert Woodson. The team cites the "tremendous participation" of local union officers, stewards, and in-plant organizing committees in bringing fellow employees into the union and predicts that the number of new members will reach 750 by the end of the year. As part of the program, 30 local unions have participated in steward training programs and 16 locals have completed officer training programs.

The program has led to not only an increase in membership, but more union activity—better attendance at local union meetings, more active stewards, and officers spending more time on union business. Locals 3100, Gallatin, Tenn.; 3101 Oakdale, La.; 3078 Athens, Ga.; 2280 McComb, Miss.; and 2509 Jackson, Tenn., have all created strong organizing programs. Other SCIW locals participating in the program are

1528, Thomson, Ga.; 2285, Vicksburg, Miss.; 2221 Charleston, S.C.; 2338 Hendersonville, Tenn.; 3122, Sparkman, Ark.; 3094, Florien, La.; 2547, Many, La.; 2019, Hope, Ark.; 2901, Memphis, Tenn.; 2181, Canton, Miss.; 2092, Emerson, Ark.; 2289, Lewisville, Ark.; 2271 Stamps, Ark.; 2138 Columbus, Miss.; and 2266, Portland, Tenn.

"Organizing new members is sometimes real tough. You have to go back to the same people again and again and explain why they should join up. But I'm real proud of our members because they've been willing to do that to make this program a success," says Representative Earnie Curtis.

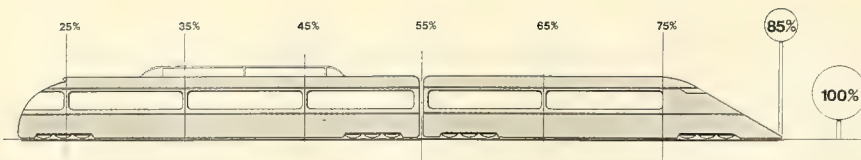
Mid-Atlantic Council: "It's Working For Us"

The Mid-Atlantic Council, which represents members in four states, including "right-to-work" states Virginia and North Carolina, has been introducing the "85% in '85" program in locals since July, and in the first three months has already signed up 160 new members. The council reports signing up several individuals who have worked for ten years in one shop and have never joined the union. In one local alone (2316 in Boykins, Va.) 50 new members have been signed up. Other locals participating in organizing programs are 2392, McKenney, Va.; 3011, Wilson, N.C.; and 2488, Berryville, Va.

Council Secretary Richard Hearn, Council Representative Tony DeLorme, and International Representative Maria Frederic say they believe the program is pulling people together, building stronger locals, and they hope to report further successes when the program is adopted by other local unions.



Members of Local 2316 show off new UBC jackets and caps that they earned by enrolling new members in the "85% in '85" drive. From left are, Shirley Lewis, Lois Flythe, James Taylor, Rosa Lee Rowlings, Sallie Jarrett, and Sheila Gay.



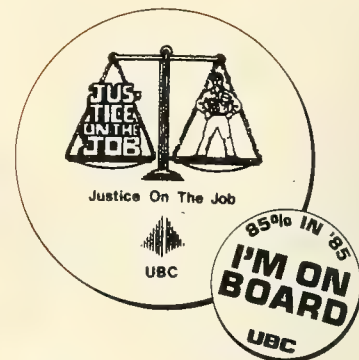
Pearldene Scott, Ruth Bland, Carolyn Barnes, Eugene Shears, and Willie Mitchell, officers and stewards of Local 2285 are pictured above after completing their steward training course as a part of the "85% in '85" campaign.



In-plant Local 2280 VOC members Roddy Varnado, Leo Brumfield, Grady Mabry, Polly Magie, Rosa May Bates, Pearl Crasley, Vertia L. Hackett, Etta R. Dunn, and Joseph Weatherspoon Jr. are pictured above and below working on their strategy.



Stewards and officers of Locals 2568 and 2116 are pictured above after completing the steward training course. From left: Robert Reed, Willie Bradley, James Bradford, Glen Burl, Fred Burden, Stacey Armstrong, and James Love.



Buttons with the logo, "I'm on Board—85% in '85" have been designed for newly organized, as well as long-time union members. Patches are given to members completing steward training ("Justice on the Job") and officer training programs.

To recognize the importance of the work being done by the committee, each member who signs up five new members receives a red windbreaker with "85% in '85" printed on the back and the UBC organizing emblem on the front. The committee member in each local who signs up the most new members receives a UBC watch.

Missing Children

If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5687



EUGENE MARTIN, 15, has been missing from his home in Iowa since five days before his 14th birthday, August 12, 1984. His hair and eyes are brown.



KIMBERLY DAWN McCLASKEY, 19, has been missing from her home in Illinois since July 13 of last year. Her hair is blond-brown and her eyes are blue.



JONELLE MATTHEWS has been missing from her home in Colorado since December 20, 1984. We do not have Jonelle's date of birth, but she has brown eyes and hair.



CHRISTY LUNA, 9, has been missing from her home in Florida since May 27, 1985. She has brown hair and hazel eyes.

Environmental Opposition, Stock Losses Trouble L-P

In an effort to prevent the permanent shut-down of its two new waferboard mills in Colorado, L-P has been forced to purchase expensive new environmental equipment in an attempt to alleviate its particulate emissions problems. Shut-down of the two plants was imminent when tests by the Colorado Department of Health revealed excessive levels of formaldehyde. Reports indicate that L-P has purchased nine electrified filter bed units to deal with similar problems at its other waferboard plants. The cost of each unit is approximately \$500,000.

The environmental problems at the mill were first brought to the attention of the Department of Health by the UBC last year. The Centennial District Council of Carpenters in Colorado filed comments opposing the company's recent application for a new emissions permit for the Colorado plants. Carpenter affiliates throughout the country are working in coalition with various community and environmental groups to ensure that L-P complies with environmental and zoning requirements. Brotherhood Local 3074 recently appealed a Board of Supervisor's decision in Sierra County, Calif., which would allow L-P to proceed with the construction of a new waferboard plant. Intense local opposition to the mill is developing in the area due to the efforts of Local 3074 to identify environmental and land use problems associated with the project. Construction of the mill has been



L-P Chairman Harry Merlo's attempts at union-busting have given the Brotherhood a chance to show other forest product corporations the UBC's determination to fight such actions.—Cartoon reprinted from the Union Register.

held up despite the company's October 1 planned start-up date.

Merill Lynch Lowers Earnings Estimates for L-P

A recent stock report published by Merrill Lynch, a leading analyst of L-P, estimated that L-P's earnings per

share for 1985 would be \$.60. Earlier Merrill Lynch estimates for L-P's 1985 performance ran as high as \$5.00 per share, but continuing poor sales and profit performances required the downward revision. As reported in the October edition of *Carpenter*, recent contacts with the company indicate that Merrill Lynch is the largest holder of L-P common stock.

Small Farmers of California Aid L-P Strike Families

The California state chapter of the American Agricultural Movement is a national organization of small farmers fighting for survival in this uncertain economy.

The current national and state administrations, in supporting the big farming combines, have completely overlooked the needs of these small farmers and their families through the Reaganomics concept, which is "survival of the biggest."

A.A.M. farmers are working people with no axes to grind against organized labor unions, including the United Farm Workers. Both the state chapter of the A.A.M. and the Sequoia District Council of Carpenters, recognizing the common problems shared by both groups, have been meeting to discuss legislation to aid them.

From these joint efforts a grass roots program has been created to help provide food for the 350 to 400 striking UBC families

who have been out of work throughout Northern California in an on-going battle with the Louisiana Pacific Co. The Louisiana Pacific Corporation, manufacturers of L-P products, broke off negotiations with its employees more than two years ago with no regard for the workers, their wives, or their children. Many of them have already lost their homes.

Coordinating their efforts with the UBC, the farmers, many of whom are in default and on the verge of foreclosure themselves, have come forward with portions of their farm products for a statewide shipment of food to needy L-P families.

Unfair L-P Brand Names include: L-P Wolmanized; Cedartone; Waferwood; Fibrepine; Oro-Bord; Redex; Sidex; Ketchikan; Pabco; Xonolite; L-P Home Centers.

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Ottawa Report



N.B. PENSION REFORM NEEDED

New Brunswick has no private plan legislation, and current proposals to reform Canada's public pension system are deemed inadequate. These were two of the findings of a conference on "Pension Reform in New Brunswick" held in Fredericton in April and attended by more than 90 delegates.

The conference was sponsored by the Provincial Alliance, a coalition of groups including the New Brunswick Federation of Labour, New Brunswick Nurses' Union, New Brunswick Health Coalition, Fredericton Anti-Poverty Organization, and others concerned about the restraint policies of the provincial government. The Alliance organized the conference in conjunction with the Extension Department of the University of New Brunswick.

The adequacy of Canada's public pension benefits also came under scrutiny. Terry Hunsley, executive director of the Canadian Council on Social Development, discussed the inequities in the present system. Canada has one of the lowest rates of taxation of all industrialized countries, and pension reform must go hand-in-hand with tax reform, he pointed out.

EATON SIGNS IN MANITOBA

A fair collective agreement recently imposed upon Eaton's department store in Brandon, Man., under the province's first-contract labour legislation was hailed by labour leaders as a victory for all Eaton's workers and other retail store employees across Canada.

After the company used its usual tactics in refusing to negotiate a fair first agreement with the union representing its 88 Brandon employees, the Manitoba Labour Board imposed a contract of its own.

The new contract recognizes seniority and includes wage increases ranging from 76 cents to \$1.58 per hour for top-rated employees. (Employees formerly started at the Manitoba minimum wage of \$4.30 an hour and received an average of \$5.25.) The 10 to 20% wage increases were bolstered by a 25% increase in commission rates.

Other items in the contract included recognition of a modified union shop, a no-contracting-out clause, a clause that prevents the company from replacing

full-time employees with part-timers, a dental plan and sick pay for all employees.

Bernard Christophe, president of Manitoba Local 832 of the United Food and Commercial Workers' International Union, which represents the employees, said the contract contains many provisions reflecting union proposals.

MATERIALS COST UP

With interest rates falling, it shouldn't be too surprising that construction costs now are headed in the other direction.

Finance Minister Michael Wilson only aggravated the problem when he raised the 6% federal sales tax on construction materials to 7%. Noting in spring that building fees had been static in Canada for more than a year and that owners and developers then were getting cheaper financing, they decided the time had arrived to increase their own charges and still keep overall prices where they were.

What is mildly surprising is that this year's increases range up to 8%—the strongest in three or four years and about a third higher than the average annual increase since 1968.

James Rae of Helyar and Associates, a Toronto construction consultant, didn't expect at the time that the move would dampen any demand for residential or other construction. In most cases, he says, the increases were simply a case of playing catch-up.

UNION MEMBERSHIP GROWS

The number of workers protected by union contracts rose again in 1984, the Canadian federal labour department reports.

The number of unionized employees in the non-agricultural sectors has been going up nearly 2% a year on the average since 1980. At the start of the year the number of union members was 3,662,000, which was 11,000 higher than a year earlier.

Today union membership as a percentage of the entire non-farm work force is 38.9% (up slightly from 39.6% at the start of 1984).

The 10 biggest unions and their memberships:

Canadian Union of Public Employees
(295,961)

National Union of Provincial
Government Employees (244,992)

Public Service Alliance of Canada
(181,460)

United Steelworkers of America
(148,000)

United Food and Commercial Workers
(146,000)

United Auto Workers (135,806)

Fédération des affaires sociales (93,000)

International Brotherhood of Teamsters
(91,500)

Centrale de l'enseignement du Québec
(89,952)

United Brotherhood of Carpenters
(73,000)

The highest level of the labour force in unions was recorded in 1983—40%.

Historic Willard Hotel Renovation

UBC members have Capital project running on schedule

Renovation of the historic Willard Hotel in downtown Washington, D.C., is running on schedule, toward a Spring 1986 opening. UBC members have been on the job.

The Willard has been a Pennsylvania Avenue landmark since its original opening in 1847. Even before the Willard's opening, when the hotel was a collection of rowhouses, the site was attracting notables.

Charles Dickens, a guest in 1842, was unimpressed with the establishment of the day. He looked out his window "upon a common yard in which hangs a great triangle. Whenever a servant is wanted, somebody beats upon that triangle from one note up to seven, according to the number of the house in which his presence is required; as all servants are always being wanted, and none of them ever come, this enlivening engine is in full performance the whole day through."

Henry Willard, a steward on the steamship *Niagara*, caught the eye of the rowhouses' owner Benjamin Ogle Tayloe, who was looking for a manager for his small hotel. After three successful years as hotel keeper, Willard leased the buildings, enlarging and incorporating under one roof. Willard then wrote to his three brothers to come assist him in his enterprise and before too long, important political meetings and social events were being held at the Willard.

As animosity began to grow in the early months of 1861, Henry Willard continued smooth operation of his hotel by arranging for Southern guests to use the 14th Street entrance and Unionist

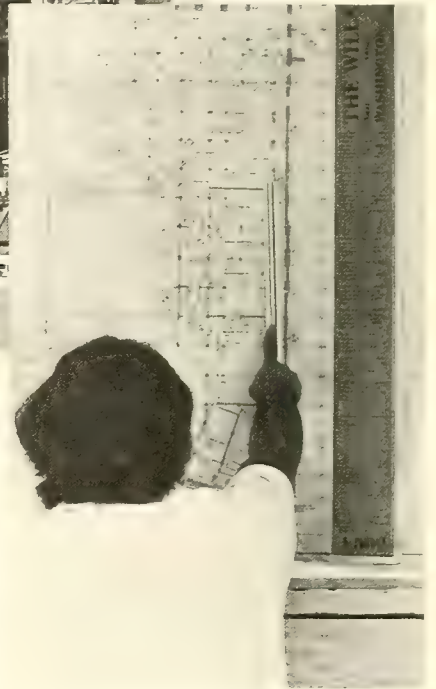


Construction of the Willard complex underway, left, in Washington, D.C.; Jose L. Adamé refers to a Willard Hotel blueprint, below, in the millwork shop at Design and Production Inc.

guests to use the entrance on Pennsylvania Avenue. The two contingents were also given rooms on separate floors.

The Civil War period was perhaps the busiest time in the hotel's history. In 1861, Julia Ward Howe wrote "The Battle Hymn of the Republic" while a guest at the Willard. Lincoln stayed at the Willard before his March 6, 1861 inauguration, and many Union generals—Grant, McDowell, Pope, Burnside, Hooker, and Meade—made it their home when they were in town. The hotel was also the favorite haunt of President Grant during his two administrations, from 1869 to 1877.

Almost a century later, presidents-to-be were still finding the Willard amenable—Richard Nixon called it home base for his 1960 presidential campaign headquarters.



The construction history of the building is a story in itself. After the death of his father, Joseph C. Willard Jr. inherited the Willard Hotel in 1897. He had the 82-year-old structure demolished and commissioned New York hotel architect Henry J. Hardenbergh to design the twelve-story building that was to become Washington's best example of public architecture in the Beaux-Arts tradition. When the steel and concrete structure was raised, it was Washington's first skyscraper, completed in recordbreaking speed with men working around the clock under the light of gaslights.

And once again the hotel is getting a new look. The building was sold by the Willard family in 1968. Attempts to demolish the structure in 1975 were blocked by preservation groups, and in 1978, the federal government purchased the building for restoration and use as a hotel and commercial and restaurant complex. Actual construction work, however, was delayed nearly six years

Continued on next page



Harmon Grant, Local 2957, Alexandria, Va., works on construction of a mirror frame—an exact replica of the original—for the Willard Hotel lobby.

D&P Exhibits Quality Right Down to the Details

UBC employees at Design and Production Inc. in Alexandria, Va., do a little bit of everything. These members of Local 2957 are part of a firm with total capability in the areas of design, exhibition, graphic communication, interior installation, and fabrication services. They are a part of the D & P team—a team that can take any project all the way from master planning through

concept design to fabrication and installation.

Established in 1949, the company began with only 25 employees and has grown to over 145—outgrowing three buildings in the process. Their fourth headquarters, currently under construction, is scheduled to open sometime during the summer of 1986.

As one of the nation's few total-

capability exhibit firms, D & P's work demands that employees possess a wide range of talents and abilities. Building architectural, landscape, or exhibit models requires the fine hands of carpenters and other artists to work on a small scale. Trade show displays, traveling exhibits, and fine arts exhibitions all have the same exacting standards for design, production, and installation, but each has different, specific challenges to be met. And custom interiors for hotels, offices, and theaters must incorporate comforts and conveniences in designs for beautiful yet efficient public space.

Since 1955 D & P has had an in-house audiovisual department staffed by engineers and technicians who can design, fabricate, and provide field support for thousands of museum exhibits and convention displays. In 1979 videodisc capability and interactive computer technology was added.

Some of D & P's other departments require specialists as well, like the hotel and custom millwork division which was started in October of 1981, where the employees can provide the highly specialized services unique to the hospitality industry. But in other divisions, such as the exhibit fabrication department, employees skilled in every phase of construction, welding, painting, and finishing perform a variety of tasks. The exhibit technician can be considered a generalist since his specific duties can change with each project, constantly giving him the opportunity to define established skills or develop new talents.

Housing designers, architects, graphic specialists, detailers, and specifiers in the same building as the exhibit fabrication department allows daily contact in case of questions or problems that arise during fabrication. It also provides an opportunity to test concepts and materials, often on a model scale, before proceeding with a design.

A walk through D & P provides the visitor with more than just a tour of a plant. It's a montage of presidential libraries, performing arts centers, city and state historical projects, museum exhibits, and international displays. D & P clients include the U.S. and foreign governments, international corporations, the Smithsonian Institute, and the United Brotherhood of Carpenters. For some projects they undertake the entire program: plan it, design it, fabricate it, install it, and maintain it. In other cases only fabrication and installation is needed. When necessary, they even handle the acquisition of furniture



A window valance for the Willard Hotel project keeps the attention of Alan Dordain, a member of Local 2957 who works in D&P's millwork shop.

Willard Hotel

Continued from Page 15



by a string of financial problems. Renovation was finally officially underway in late December 1983.

A restoration expert was brought from Greece to restore the plaster columns. Under his tutelage, local craftsmen are learning the art of producing scagliola—colored plaster that looks like marble (pictured at left). The mosaic floor in the main lobby is being restored; the first step consisted of three months of tracing the design in color.

UBC members with George Hyman Construction Co. have been working on the site; members with Design & Production are doing millwork in an Alexandria, Va., shop.

D & P employees found themselves with quite a challenge at the Willard. The hotel's windows, panels, moldings, and trim were carefully removed and numbered, after photographs of each room were taken for later reference on positioning and details. Designers blueprinted all the profiles in the building since there were no written records of specifications. The millworkers then got down to business restoring where possible, replacing where needed, and recreating a Washington landmark.



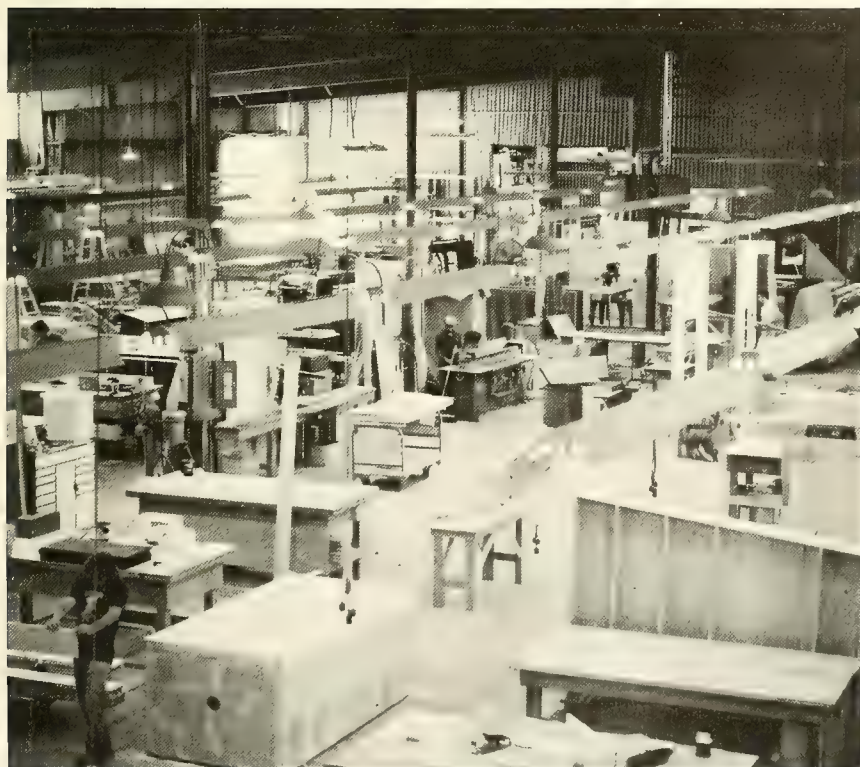
This display at the Billings Farm Museum in Woodstock, Vt., was done completely by Design and Production. They handled the research, writing and storyline development, design, detailing, fabrication, and installation of the whole museum. Four large barns were restored and converted to create a museum complex depicting farm life in the 1890s.

or period pieces to lend an air of authenticity to a display.

Local 2957 members can be found almost anywhere you turn in the D & P complex, which includes five buildings and 100,000 square feet of workspace. They're in the hotel and custom millwork shop, the exhibit fabrication department, the model department, and even in the art production department.

With several major projects on the

drafting tables and shop floors at the same time, D & P needs to know it has a team that can produce anything from a museum exhibit to a trade show exhibit—and live up to the client's expectations. Their UBC team is successful because its members take pride in their work, and will go the extra distance to attain the high quality of work that D & P, and the UBC, have built a reputation on.



The exhibit fabrication department, or main facility, occupies half of the total space in the plant, allowing ample room for full production and efficiency even during peak workloads.

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Gus Przybyo works on an architectural model, right, and Dale Panning, an electronics technician, does some mixing on a sound board in the audio-visual department, above. Both are members of Local 2957.



Labor News Roundup

'Buy Ohio' Plan sets example for rest of nation

The "Buy Ohio" program, initiated by Governor Richard F. Celeste, is getting results. The state's Department of Industrial Relations recently purchased 159 Chevrolet station wagons. These Chevy Cavaliers have Packard electric wiring systems and are assembled in the General Motors plant in Lordstown, Ohio.

"... I am more convinced than ever that teaming our "Buy Ohio" commitment with outstanding products made by Ohio's working men and women will set an example for this nation," said Governor Celeste.

Coca-Cola makes a second switch, this time in clothes

Coca-Cola USA has pledged \$5 million over the next three years to a campaign to boost the purchase of American goods. Announcement of the donation was made by Roger Milliken, head of Crafted With Pride in the U.S.A., a coalition of cotton growers, fiber producers, manufacturers, and unions trying to persuade more consumers to buy American goods.

Just two months ago, however, textile plants in the south were having Coke machines removed from their plants. Textile workers in that area, where thousands are unemployed due to imports, discovered that advertised all-American "Coca-Cola clothes" were, in fact, imported.

"We made a mistake in not being aware of textile manufacturing in the United States," said Ira C. Herbert, executive vice president of Coca-Cola in Atlanta, after a meeting with North Carolina textile executives. "We intend to do all we can to move Coke clothes into U.S. production—all of them."

Cardinal's cap appropriate for Labor Day

Cardinal John O'Connor reviewed New York's recent Labor Day parade from the sidewalk in front of St. Patrick's Cathedral. He set the tone for the day when he removed his red skull cap, held it in the air and said, "You know this hat the Pope gave me has a union label inside."

'Gold Parachutes' urged for Grocery Workers

The AFL-CIO Food and Allied Service Trades Department has launched an innovative drive to provide workers at a Mobile, Ala., supermarket chain with the "golden parachutes" common for corporate executives.

FAST is seeking to amend the bylaws of Delchamps, Inc., a Mobile-based non-union supermarket chain, to provide a new "contract of employment" for all employees except officers or directors.

The plan would protect workers in the event of layoff due to a takeover or change in control of the company by providing one year's average salary and benefits.

FAST President Robert Harbrant said that "the recent rash of hostile takeovers and tender offers has devastated the job security of millions of Americans."

Harbrant said the Delchamps proposal, which will be voted on by shareholders at the company's annual meeting, is "the first effort to provide workers with substantial protection if their employer is taken over" by another firm.

FAST said that non-managerial employees are "acutely vulnerable to changes in control" of a corporation because they have little leverage to negotiate "the types of securities and benefits that executives normally receive."

In its proxy materials for shareholders, Delchamps said the FAST proposal would "tend to breed complacency and reduce productivity."

FAST rebutted those statements in a full-page ad in the Mobile Press Register. Delchamps' opinion is "unfounded, unfeeling and unnecessary," the ad said. The ad charged that "Delchamps is only able to keep its employees motivated by keeping its workers in constant fear of losing their jobs."

Union busting more important to Right-to-Workers

The National Right to Work Committee has jeopardized a project that will produce more than 10,000 American jobs. Ground was broken to begin building the new Saturn plant in Spring Hill, Tenn., after the United Auto Workers convinced General Motors they could produce small cars economically in this country. But the National Right to Work Legal Defense Foundation has filed charges with the National Labor Relations Board declaring the contract unlawful because GM recognized the union and agreed to give hiring preferences to laid-off union members. They challenge the contract could hurt the economy of Tennessee, a "right-to-work" state, as well as affect jobs in that state.

Talking union in Reno bar upheld by court

Talking union at Harold's Club in Reno, Nev., almost cost an off-duty dealer named Gary Fisher his job. The company, Harold's Club, ordered Fisher to stop organizing or leave the bar when he was heard "talking union" with some of the other dealers.

The Labor Board ruled in his favor and was upheld by the Court of Appeals. It was stressed that an employer cannot automatically impose no-solicitation rules in public facilities when an employee is out of the work area, not disrupting business, and not soliciting other on-duty employees.

Tax simplification may wait until next session

President Reagan has made "tax simplification" a top priority issue and has spent considerable time during September campaigning for the proposal throughout the country. The tax measure could however be postponed until next session due to the problem of the increasing trade deficit which demands immediate Congressional action.

Mass. says Coors is right-wing and anti-union

In Massachusetts, an anti-drunk driving campaign refused an offer of \$300,000 from Coors Brewing Company and Governor Michael Dukakis said it was because of the firm's conservative image. Administration officials said part of the reason was because the governor doesn't want to get into a joint venture with Coors because of the firm's image as a right-wing, anti-union corporation. The Massachusetts Deputy Safety Secretary said, "We feel we shouldn't be so quick to ally ourselves with someone who is perceived to be against the working class."

'J for Jobs' program brings good returns

"J for Jobs" is a mortgage investment account of the Union Labor Life Insurance Company. Daniel E. O'Sullivan, president of ULLICO, told company shareholders that this union pension fund earns a good profit while benefiting workers. The account, which invests in mortgages on union-built properties, earned a 13.42% return in 1984 and had a cumulative rate of return of more than 61% over the last three years.

LOCAL UNION NEWS

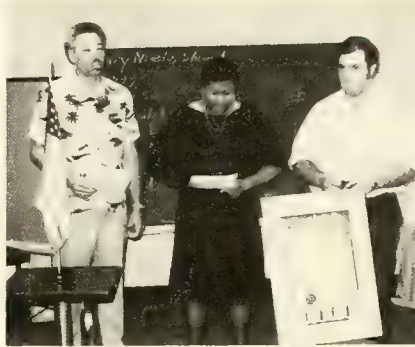
Texas Industrial Council Meets, Trains Stewards

The Texas Council of Industrial Workers recently held its 9th annual convention in Dallas, Tex. The convention also offered the opportunity to conduct a steward training seminar for those in attendance. Pictured, to the right, are the members of the Memorial Committee presenting a report to the group, from left: Rayfield Johnson, Local 2140, Ft. Worth, Tex.; Pearl Tanner, Local 2713, Center, Tex.; and Eugene Terry, Local 2053, Plainview, Tex.

The photo at far right shows Representative Joe Copes installing James Cantrell and Louis Boldes as trustees.

The photo below right includes those who attended the steward training session. Front row, from left: Representative Joe Copes, Local 2743, Woodville, Tex.; Pearl Drake, Local 3062, Belton, Tex.; Johnnie Ruth Nelson, Local 3062, Belton, Tex.; Cora White, Local 2713, Center, Tex.; Mary LaBouve, Local 2713, Center, Tex.; Pearl Tanner, Local 2713, Center, Tex.; and 6th District Board Member Dean Sooter.

Middle row, from left: Mike Fishman, assistant to the general president; Representative Al Cortez; Curtis Hill, Local 2848, Dallas, Tex.; Joseph Casarez, Local 2053, Plainview, Tex.; Joseph Willard, Local 2848, Dallas, Tex.; Louis Boldes, Local 2104, Dallas, Tex.; Guadalupe Rangel, Local 2053, Plainview, Tex.; Al Spring, director, southwest organizing office; Jessie Gonzales, Local 2053, Plainview, Tex.; Eugene Terry, Local 2053, Plainview, Tex.; and James Cantrell, a member of



Local 3062, Belton, Tex.

Back row, from left: Dan Dixon, Local 2848, Dallas, Tex.; James Berryhill, Local 2848, Dallas, Tex.; Rayfield Johnson, Local 2140, Ft. Worth, Tex.; Willie Swindle,

Local 2713, Center, Tex.; A.Z. Wright, Local 2848, Dallas, Tex.; Ernest James, Local 2104, Dallas, Tex.; Dewey Landrum, Local 2140, Ft. Worth, Tex.; and Linson White, Local 2713, Center, Tex.

Keeping Labor In Labor Day

For the second consecutive year, Local 475, Ashland, Mass., "kept Labor in Labor Day" by participating in the Marlboro, Mass., Labor Day Parade—one of the oldest and largest in Massachusetts.

Out of 93 marching units in five divisions, Local 475's delegation was the only labor group represented. The group, consisting of over 160 members, spouses, and children, marching under the Carpenters' banner, was well-received by the 25,000 viewers.

In conjunction with the Marlboro Festival, a three-day affair ending with the parade, Local 475 apprentices built a children's playhouse. The playhouse was displayed on a float for the parade which won first prize for best overall design. The playhouse was then raffled off to raise \$3,492 for New England K.I.D.S. missing children.

The Carpenters' participation was well-covered with interviews of Local 475 members broadcast on NBC, CBS, and ABC evening news programs from Boston, Mass.



Local 475 children proudly hold up trophies won for taking Best Overall Design in the parade.



Local 475 member Gus Hangos puts finishing touches on the Labor Day float.



Members, spouses, and children march behind the Local 475 banner in the Marlboro, Mass. parade.



Local 475 picnickers pose for a family picture at the picnic site.

UBC Welcomes Fordick Employees in Missouri



A new charter was issued on August 22, 1985, to employees of the Fordick Corporation in Mountain Grove, Mo.

Fordick manufactures picket fences, patio furniture, and other wood products. Employees are now proud members of Local 2121 of the United Brotherhood of Carpenters and Joiners of America. George Wood assisted with the election, and Gen. Rep. Richard Cox with negotiations.

The picture above left shows Southwest Organizing Director Al Spring presenting the new charter to, from left, President Robert Stauffer, General Representative Richard Cox, Recording Secretary Inez Walker, and Financial Secretary Cathy Davis.



Pictured above right are the officers of the new local. Front row, from left, Financial Secretary Davis and Donna Hoots, treasurer. Second row, from left, General Representative Cox; Gary Norman, conductor; President Stauffer; Recording Secretary Walker; Mike Clark, shop steward; and Director Spring. Third row, from left, James Ziolkowski, warden; Tom White, vice president; Darrel Swofford, trustee; Bentley Walker, chief shop steward. Back row, from left, Ted Browne, shop steward and Chester Long, trustee. Not pictured was Ora Nelson, trustee.

Colorado Springs Exhibit

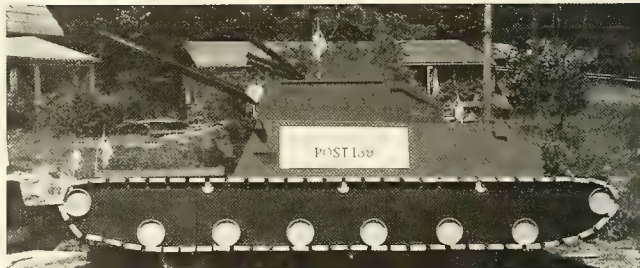


The Operation Turnaround Committee of Local 515, Colorado Springs, Colo., displayed the antique tool collection of member Robert Williams at a Home Show at Rustic Hills Mall recently. The booth was manned by volunteers as part of an effort to remind area residents that the Carpenters' Union is alive and well in Colorado Springs. Pictured above are, from left, Robert Williams and Bob Pierson, business manager and financial secretary. Dee Degerstedt, John Hellem, Ray Carr, Roy Spellman, Norman Simmons, Ward Curtis, Richard North, Frank Kaltenstein, Lee Reichert, and Steve Sanford of Millwright Local 2834, Denver, Colo., were also involved in the project.

Batter Up For The UBC

Members of the 1985 Trenton, N.J., Local 31 softball team are obviously proud to be UBC members. And if they play anywhere near as good as they look, they must have had a smashing season. Pictured at right, kneeling, from left, are Gary Bachik, Steve Martin, Bob Stephan, Guy Descaro, Gene Chamberlain, and Chris Wilshaw. Standing, from left, are Bob Wood, Jeff Holbrook, Bill Leonardo, Pat Neylan, Bob Bachik, G. A. Reid, Brian Donnelly, and Dick Bryant. Not available for the photo were Joe O'Donnell and John Pinkava.

Legionnaire of the Month



It's not a tank, but it's not a car either. Local 255, Bloomingburg, N.Y., Member Arthur Clark built the WW II-type tank, pictured above, on a 1976 Dodge. The tank is made of plywood, with P.V.C. pipe gun mounts and a 20-gauge shotgun that fires red, white, and blue confetti. Clark, a UBC member since 1946, drove his tank in the 1984 Port Jervis, N.Y., Gold Medal Parade welcoming home Gold Medal Olympic Wrestlers Ed and Lou Banach to promote Legion membership. Recently chosen as Legionnaire of the Month, Clark is a life member of Marsch-Kellogg Post 139, Milford, Pa.



APPRENTICESHIP & TRAINING



Atlanta Apprentices Rehab Home

The apprentices of Local 225, Atlanta, Ga., have earned the admiration and praise of the Rehabilitation Department of Kennestone Hospital in Marietta, Ga., and a young wheelchair-bound man named Freddy Lewis and his family. The Lewis family home needed some minor repairs and, more importantly, some modifications that would allow Freddy's wheelchair to travel easily from room to room. The apprentices who handled all these requests so expertly and enthusiastically are pictured with Freddy above, front row, from left, Gregory Patrick and Perry Garmon. Back row, from left, Bobby Robinson, Richard Platt, Otis Brown, Keri Wood, and James Satterfield, instructor.



Alberta Contestants

At the apprenticeship contest in Calgary, Alta., this year, there was an extra benefit—the practical projects were not only part of the competition, they were also donated to local children's homes for their enjoyment. The cedar picnic tables with roofs tested the skills of six of Alberta's finest carpenters who are pictured on one of the picnic tables above. Front row, from left, are Bill Danyluk, Local 1325, Edmonton; Al Berting, Local 2103, Calgary; Lawrence Willmer, Local 2103, Calgary. Back row, from left, are First Place Winner Graeme Williams, Local 1325, Edmonton; Gary Komarnisky, Local 1325, Edmonton; and Runner-Up James Barabash, Local 2103, Calgary.



Carpenters 46 No. California Counties J.A.T.C. graduation attendants are shown, from left: Joseph McGrogan, Carpenters 46 Counties board of trustees vice chairman; First Place Carpenter Pete Huston; Hans Wachsmuth, 46 Counties J.A.T.C. chairman; General President Patrick J. Campbell; Frank Benda, 46 No. California Counties J.A.T.C. director; and Second Place Carpenter Kent Shubert. Both carpenter winners entered the statewide contest in Santa Barbara in September.

Northern California Honors Apprentices

Carpenters 46 Northern California Counties selected the best of 1985's graduating apprentices at a run-off contest last summer. On hand for the ceremonies was General President Patrick J. Campbell, who congratulated the contestants and urged them to be active participants in the industry and in the union. Hans Wachsmuth of the Associated General Contractors, Carpenter 46

Counties J.A.T.C. chairman, served as master of ceremonies.

Carpenter winners were Pete Huston, Local 2006, Cupertino, Calif., first place; Kent Shubert, Local 1418, Stockton, Calif., second place; Ray Harildstad, Local 829, Felton, Calif., third place; Shawn Dudgeon, Local 981, Boyes Hot Springs, Calif., fourth place; and Richard Leines, Local 36, Hayward, Calif., fifth place. Mill cabinet winners

30th Anniversary For Union Academy

The Union Leadership Academy, at Rutgers University in New Jersey, believed to be the oldest long-term labor education program in the United States, will celebrate its 30th anniversary on Saturday, November 16.

More than 1,700 union members have "graduated" from the academy, whose courses annually enroll hundreds of members from a wide range of AFL-CIO and independent unions.

An anniversary dinner, sponsored by the academy's New Jersey Regional Conference, will be held at Rutgers University's Labor Education Center in New Brunswick.

were Tom Popenuck, Local 550, Albany, Calif., first place; and Steven McKee, Local 42, San Mateo, Calif., second place. Millwright winners were David Kleckner, Local 102, Castro Valley, Calif., first place; Robert Lowder IV, Local 102, Fresno, Calif., second place; Michael Cox, Local 102, Concord, Calif., third place; and Darrell Hanes, Local 102, Antioch, Calif., fourth place.

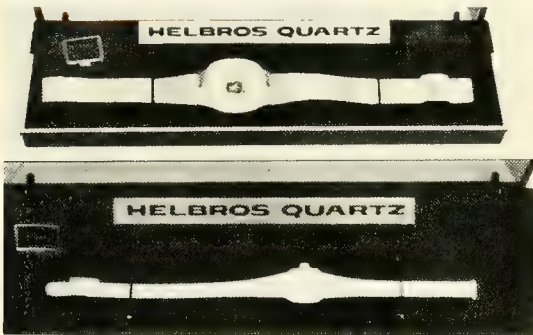
Christmas Gifts

FOR THE U.B.C.
MEMBER



He can dress up his cuffs and hold his tie in place with this well-crafted set of cufflinks and a tie tack. Gold-plated, with the Brotherhood emblem in color, they add polish to any occasion.

\$8⁵⁰ per set



These attractive timepieces with the Brotherhood emblem on the face are battery-powered quartz watches. Made by Helbros, they have a yellow-gold finish, shock resistant movement, and a written one-year guarantee. For men and women.

\$54 man's

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Piledrivers	Millwrights
Millmen	Industrial
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This sterling silver ring bears the Brotherhood emblem in a handsome setting. Please specify exact ring size.

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For the cold days of winter there's our warm, waterproof nylon vest, insulated with 100% Dupont Holo-fill. It's dark blue with a snap front and the Brotherhood emblem in gold on the left front. Sizes S, M, L, XL.

\$20⁵⁰ each



Parkersburg Graduates



The Millwright Local 1755 Joint Apprenticeship Committee in Parkersburg, W. Va., recently held its banquet to honor graduating apprentices and confer journeyman certificates. Pictured, from left, are Harold C. Ullum, business agent; Paul C. Hoblitzell, JAC secretary-treasurer; Andy W. Monk and Ronald Bowen, graduating apprentices; W.G. Sims, Local 1755 president; and Everett Sullivan, international representative.

New Journeymen in Ohio



At a recent ceremony, apprentices of Carpenters Local 437, Portsmouth, Ohio, were awarded journeyman certificates. Pictured, front row, from left, are Mary Nelson, Gary R. Price, and Randy Schuyler. Back row, from left, are Business Rep. Norvel Davis, Ray Arrington, Jeff Blanton, Dan Browning, Apprentice Instructor Larry Gullett, and Local 437 President Patrick Day.

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

MAN OF THE YEAR

A member of Local 206, New Castle, Pa., has been named "Man of the Year" by St. Joseph the Worker Church. Tony Fleo, a 33-year parishioner, has volunteered thousands of hours of his time and talents as a carpenter in addition to his other contributions of energy and enthusiasm.

Fleo has served as a member of the parish council, as president of the St. Vincent DePaul Society, and on numerous church committees. He installed the original confessionals in the church building, has remodeled convent rooms, and redesigned the Madonna altar. One year he was chairman of the annual bazaar and decided to build the booths and other equipment that contributed to the success of the event.

This carpenter's handiwork can also be seen in the school kitchen, the gym stage, and the rectory sun room.

N.Y. SCHOLARSHIPS



Robyn Sue Bowles, center, daughter of Local 85, Rochester, N.Y., member Rodney Bowles, right, is the recipient of two area scholarships—the M.A. Hutcheson Scholarship from the New York State Council of Carpenters and the James Colombo Scholarship, sponsored by the Rochester and Vicinity Labor Council. Robyn started the University of Rochester this fall. Above left is Local 85 Business Rep. and Financial Sec. Ronald G. Pettengill.

MORE SCHOLAR AID

The Nassau County, N.Y., District Council of Carpenters recently announced its 1985 Albert Lamberti Scholarship Award winners: Gerard Baldauf and Audrey Decker. Gerard, the son of Local 1921, Hempstead, N.Y., member Harold Decker, plans to attend Hofstra University. Audrey, the daughter of George Decker, Local 1772, Hicksville, N.Y., also won Local 1772's scholarship award, as well as the New York Building Industry Scholarship Award, sponsored by the Building Contractors Association, and the scholarship of the Promotional Fund of the Wall, Ceiling, and Carpentry Industries of Long Island and New York.

MEANY AWARD



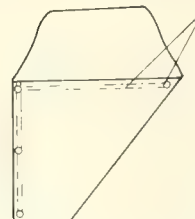
Thomas Kasnicka is a 30-year member of Local 54, Berwyn, Ill., who was recently chosen as a recipient of the George Meany Award for his outstanding service to youth through the Boy Scouts of America. Local 54's conductor was selected from over 400,000 union members in his area. Some of his other achievements in scouting include: the Scouters Training Award, Commissioners' Scouters Key, District Award of Merit, Bronze Pelican, and the Saint George. He is also a Vigil Honor Member of the Order of the Arrow. Pictured above are, from left, Robert Lid, president of Local 54; Kenneth MocarSKI, financial secretary; Kasnicka; Eugene Dzialo, business representative; and Martin Umlauf, business manager.

PLAYHOUSE RAFFLE



Members of Local 304, Denison and Sherman, Tex., built the playhouse above as a fundraiser for the Muscular Dystrophy Association. Ladies Auxiliary 889 sold raffle tickets to raise a total of \$750.00. Pictured, from left, are Benton Helm's granddaughter, Local 304 Treasurer Benton Helm, President John Englutt, Financial Secretary Curtis Clement, Recording Secretary Clifford Helm, Trustee James Clement, and Vice President Charles Fulinchek. The local union and auxiliary reports that the community MDA campaign was a success, as well.

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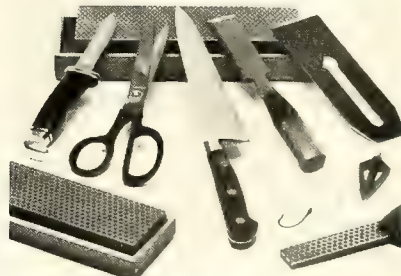
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UBC Kicks off campaign for Diabetes Research Center

GENERAL EXECUTIVE BOARD MEMBERS COORDINATE DRIVE

The United Brotherhood's campaign to raise funds for the Diabetes Research Institute at the University of Miami, Miami, Fla., got off to a dramatic start, last month, as participants in the four UBC Leadership Seminars in Winnipeg, Man., Philadelphia, Pa., Denver, Colo., and French Lick, Ind., passed around hats and tallied up several thousand dollars for the cause.

As *Carpenter* goes to press, almost \$30,000 has been collected for the research institution from the various seminars, and from local unions, councils, and individual members. More than 100 Job Corps instructors, coordinators, and staffers have made contributions and pledged their continued support. One local union alone, Local 608 of New York City, has made an initial contribution of \$3,924.

Other significant donations came from the George Suddarth Foundation (\$5,000) and the 3rd and 6th District Regional Seminar (\$3,025).

The Brotherhood's Diabetes Research Institute Campaign is part of a joint effort by several labor organizations. Co-chairmen of the drive are

UBC General President Campbell; Robert Georgine, president of the AFL-CIO Building Trades; and Edward Carrough, president of the Sheet Metal Workers.

The entire fundraising effort is being coordinated by the UBC General Executive Board Members. Videotapes and films describing the vital work of the Diabetes Research Institute have been shown at each of the recent leadership seminars as well as to UBC employees at the General Office in Washington, D.C. A complete library of audio, video, and printed material about the campaign has been made available to each General Executive Board Member. Local union and district council officers have been instructed to contact their respective board members regarding arrangements for local showings of the film or videotape and solicitations of funds. As it has done in the past regarding charitable collections, *Carpenter* plans to publish periodically a list of contributors to the Diabetes Research Institute Campaign. The initial list of early contributors is published on the opposite page.

General President Campbell urges every member of the union to support the current campaign. As the campaign was launched, he said "I am appealing to you, as well as to all labor people throughout the country, to take an active part in this drive to raise funds. If we had a dollar from every union man and woman in this country, it would be enough to build the Diabetes Research Center now."

The fundraising goal for construction of the center is \$10 million. The center is currently housed in small quarters on the University of Miami campus.

Land for the proposed center has been made available free of charge by the university.

Diabetes is a disease which strikes young and old alike. There are currently an estimated 12 million victims in North America. It is hoped that the research center in Florida will become a clearing house for information about the disease. Already medical scientists at the temporary center in Miami have made significant progress in finding the cause and a possible cure for the disease.

After living with diabetes for over 25 years, all Ann wanted was to be treated like a dog.

On April 16, 1985, a University of Miami medical research team performed a one hour operation on a young Key West woman named Ann McDonald. It may well have been a red letter day in the history of medicine.

At the University of Miami's Diabetes Research Institute, we had already successfully cured diabetes in dogs. Now, the question was, could this same procedure, involving the transplant of islet cells, produce the same results in humans?

Today, after the operation, the answer is a guarded "yes."

At this time, Ann is the recipient of the most successful islet transplant ever performed. She is still taking supplemental insulin injections. But for the first time in 25 years, her body is producing most of the insulin she needs.

Do you know what that means to Ann?

After 25 years of seizures and comas, retinal hemorrhaging, kidney dialysis, kidney transplant, and who knows how many thousands of injections—to be able to produce your own insulin.

Do you know what that means to the millions more like her? Men, women, and children who have hoped and prayed for a cure. So that

the course of this dread disease might be reversed. And that they would no longer have to live in constant fear of heart disease, stroke, kidney failure, blindness, amputated limbs, and premature death.

Well, we're not quite there yet. But we're certainly well on the way.

Our success with Ann clearly demonstrates that. But a "cure"? Not yet. We still have much to learn, much to do, before we can talk in terms of a real cure. And we can only go as fast as donor pancreas' become available.

So those with diabetes must still wait. And hope. But certainly they have more reason to hope than ever.

With your continued support, we know we'll get there. If not this year, then maybe next year. Or the year after.

One thing you can be sure of. We won't rest until we can do for people what we can do for a dog.



First Contributors To Diabetes Fund

Local Union 532
Local Union 1913
Local Union 135
Local Union 257
Local Union 1397
Local Union 1073
Local Union 608
Local Union 483
Local Union 1107
3rd and 6th Dist.
Regional Seminar
George Suddarth
Foundation
Donald Gorman
John Casinghino
Dickie Johnson
David Powers
Terry Lee Fausburgh
Maurice Schulte
Harry W. Adamek
Randy Dean Allen
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Gerald Beedle
Robert Kokoruda
John Meza
Peter Rice
John Wilkinson
Russ Pool
Jean Whyers
Wilma Clark
William McGowan
Sue Dillon
Delegates at 5th,
7th & 8th Districts
Seminar
Office Employees,
U.B.C.

Diabetes Research Described To Building Trades

Myron A. Berezin, executive director of the Diabetes Research Center at Miami, Fla., addressed the Building Trades Unions recent convention in Chicago, Ill. Though the subject of diabetes is not a happy one, Berezin did have good news of important research developments.

"Last year we cured diabetes in dogs, a species whose anatomy is very close to ours," Berezin said. "And we do expect continued major breakthroughs in the months and years ahead."

That is particularly encouraging to the AFL-CIO Building and Construction Trades Department, which is spearheading a campaign among members of the American labor movement on behalf of the Diabetes Research Institute. The goal of the campaign is to raise the funds necessary to promote continued research at the Miami center.

That facility, currently depending on borrowed space from the University of Miami, has established itself as the leading diabetes research center worldwide.

"Scientists from around the world are coming to work with us, and thousands of diabetes sufferers are already seeking our help," Berezin said.

Berezin showed a TV newsclip to convention delegates that explained the operating procedures and recent research developments. In the film clip, doctors successfully implanted insulin-producing cells in the liver of a patient with diabetes. The successful operation decreased the patient's dependence on insulin injections by close to 75%.

This operation, which now takes less than one-half hour, has since been successfully performed on a second diabetes sufferer.

Diabetes is the third most common cause of death in the world, according to Berezin,

and the leading cause of blindness. Berezin thanked the delegates and those they represent for their support in this ambitious and essential effort to raise funds for continued diabetes research.



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both brads and spikes, and entire head is polished for a quality look and feel. We make more than a hundred different kinds and styles of striking tools, each crafted to make hard work easier.

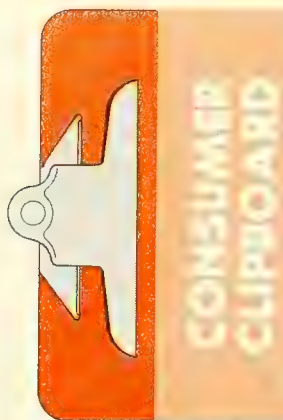


Make safety a habit. Always wear safety goggles when using striking tools.



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Proper ventilation is vital

Dirty air in homes, offices may exceed outdoor pollution

By Donald J. Frederick
National Geographic News Service

Retreating indoors to avoid hazy, smog-laden air may not accomplish much. Pollution inside the home can be two to five times worse than conditions outside, recent government studies show.

The main offenders are 11 chemicals found around the house in such diverse substances as cleansing agents, building materials, and paints.

"You leave a rag around that's been doused in paint thinner, or forget to put the lid back on a cleaning-fluid can," says Dr. Wayne R. Ott of the Environmental Protection Agency. "There are countless things around the home that contribute to the problem."

Some sources are less obvious. Fresh dry cleaning, for example, emits chemical pollution. So do moth crystals and many glues.

NO ESCAPE IN COUNTRY

Indoor chemical pollution seems almost the same in both rural and industrial areas. In the EPA studies, volunteers used monitoring devices in heavily industrialized Bayonne, N.J.; in Greensboro, N.C., a city with light industry; and in Devils Lake, N.D., a town in an agricultural region. The 11 chemicals monitored included such familiar substances as chloroform, carbon tetrachloride, benzene, and styrene.

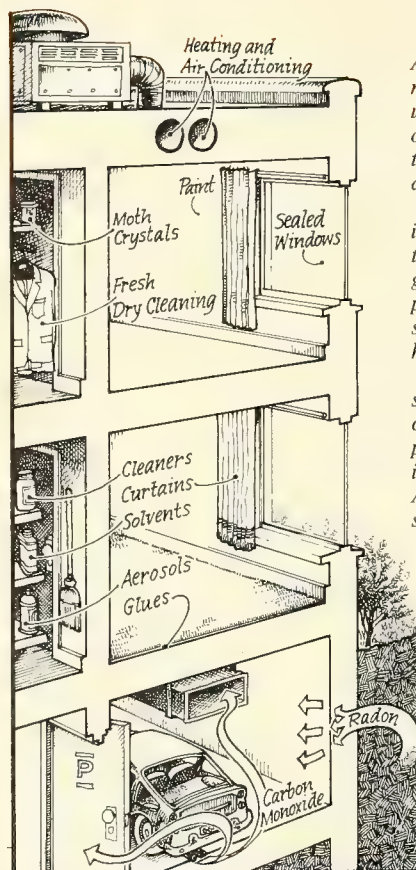
Flammable chemicals in such products as paint thinners, varnish removers, and aerosol propellant pose an added risk. Dr. Jay A. Young, a chemical-safety consultant in Silver Spring, Md., cautions: "Never use flammable liquids in the home. Vapors can be ignited by pilot lights, static electricity, or a spark that might occur behind the cover plate when a light is turned on."

The indoor-pollution threat follows some people from home to office. Modern buildings with sealed windows are totally dependent on mechanical systems for heating, ventilation, and air conditioning, and circulation of bad air can be very harmful.

In addition to the threat from chemicals in drapes, paint and other sources, some apartment-dwellers and office workers are exposed to carbon monoxide drifting up from underground parking garages. "Ventilation system are sometimes faulty, intake vents are put in the wrong places, or doors are inadvertently left open, and carbon monoxide seeps through the whole building," says Ott. "It's called the hot-building syndrome."

RADON'S CANCER THREAT

Radon, a radioactive gas emitted by common substances such as concrete, brick, and soil, also has been singled out



Air pollution from many sources assails us in our homes and offices, as shown in this cut-away view of a dwelling.

Studies show that indoor pollution can be two to five times greater than outdoor pollution. Many of its sources are common household products.

What are the answers? Read labels carefully. Ventilate properly. Store noxious materials outside. And conduct more research on the problem.

ILLUSTRATION BY
JAN ADKINS

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NATIONAL
GEOGRAPHIC
SOCIETY

as a problem in both homes and office buildings.

Radon emits damaging particles. And besides the products of its decay, it contains minuscule radiation-emitting specks that can lodge in the lungs. Over many years, they can pose a cancer threat.

An EPA study says that some American homes contain hazardous levels of radon, and that it probably contributes to between 5,000 and 20,000 cases of terminal lung cancer every year.

What to do about all these unseen perils at home and at the office? Almost all the experts agree that proper ventilation is vital. "Read labels and observe the precautions," Young advises. "If at all possible, store things that can produce vapors in places outside the home such as sheds."

Ott sees the need for more research. "Knowledge is our best weapon against indoor pollution," he says. "We've got some indoor sources that could be easily corrected, if we just knew more about them."

Members In The News

Karate Record Broken

Most carpenters are accustomed to buying large quantities of wood for their projects, but most carpenters don't go through boards like Ray Mansell of Local 404, Mentor, Ohio. He went through 204 boards in 35 seconds this past June—literally went through them—with his hand. You see, Mansell was establishing a new world record for *The Guinness Book of World Records*, surpassing the old one of 100 boards in one minute.

Mansell broke a previous record held by Ted Hines, which was 177 boards in 36 seconds. Hines, in turn, had broken the original record set by Don Warren still recognized by *The Guinness Book of World Records*. Mansell's performance was sponsored by his instructor, Steven Berkowitz, at Grand River Academy in Austintown, Ohio. Officials who witnessed the event were Eighth-Degree Black Belt Master Chen of Euclid, Ohio; Master George Kono of Buffalo, N.Y.; Charles DeLaney of Cleveland, Ohio; Dave Dukes of Erie, Pa.; John Crully of Greenville, Pa. Timekeepers were Sadie Janes of Mentor, Ohio; Mark Morgan of Warren, Ohio; and Brad Leonard of Ashtabula.



Brunet's 'Plus Belle' Beard

Claude Brunet of Millwrights Local 2182, Montreal, Que., recently won a prize at a carnival in the Lake St. John area of Quebec. He was judged to have the most beautiful beard in the Chicoutimi region of the province.

Our French-speaking members commended him: "*Le Local 2182 est fier de féliciter le confrère Claude Brunet gagnant du prix de la plus belle barbe dans la région de Chicoutimi, Lac St. Jean, Québec, Canada.*"



Keeps The Circus Rolling

Roy Reed of Local 347, Mattoon, Ill., is a 60-year member of the UBC, but while most 84-year-olds are starting to wind down, Brother Reed just keeps on rolling. He has recently completed a set of four, 18-spoke wheels of hickory and oak that have been shipped to Florida to be used on the calliope and circus wagons of the Ringling Brothers, Barnum and Bailey Circus. He also builds wagons, bobsleds, buggies, and custom-made wheels. He learned many skills at the side of his father, who was a blacksmith.



Two-Year Robotics in Toledo

UBC "machinery doctors" in Toledo, Ohio, are gearing up for the future. With the help of local funding, 20 members of Millwrights and Pile Drivers Local 1393 are entering a new two-year program at Owens Technical College to learn the principles and techniques of installing, maintaining, and repairing all types of industrial robots. Owens Tech has 30 small robots, as well as two full-size industrial robots to use for training purposes.

"We've been installing robots on a real elementary level for some time now at Jeep Corp. and other places."

Local 1393 Business Agent Ray Medlin told the *Toledo Blade*. "I feel robotics is at the stage aviation was with the Wright brothers—ready to take off."

And Medlin wants the millwrights to be ready. "We have to show these industries that we want them here and we want them to grow."

The program was put together with the backing of the Toledo area Private Industry Council. PIC President James Beshalske and Business Agent Medlin felt the robotics program would improve the skills of the millwrights and increase their chances for employment.

Blood Donors Found

Blood donors are in short supply around the world. It is a constant challenge to find people to give blood and employers who allow their employees to take time to donate. Local 2177, Martinsville, Ind., has both the people and the employer. Harmon Motive, Inc. furnished the time and place for its employees to donate blood to the local blood center. And 220 of the firm's workforce of 600 signed up to give a pint of the gift of life. Three of the donors pictured, are from left: Louise Minnick, Nancy Hack, and Edna Harris.



AVOID MARVAL HOLIDAY TURKEYS

The United Food and Commercial Workers are currently engaged in a dispute with management at the Marval Poultry Company. A nationwide boycott of Marval products has been declared and endorsed by the AFL-CIO. Your help is urgently needed to help spread

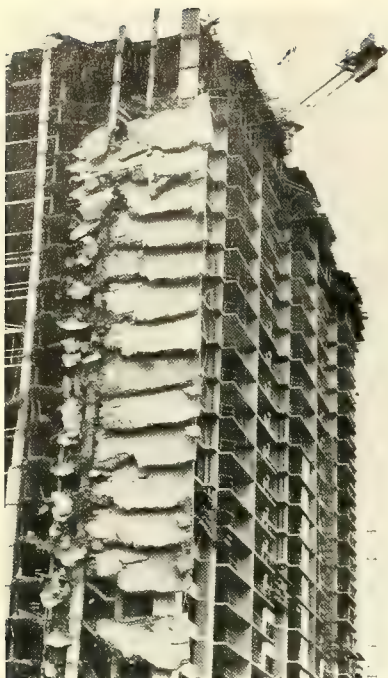
the word about this boycott.

The UFCW has placed a high priority on this campaign. It has devoted its full resources to getting the boycott message out to the turkey-buying public. It needs your continued help.

Many employers give turkeys as gifts

to employees at Thanksgiving and Christmas time. Ask your members to let their employers know now, that the gifts this year should not come from Marval.

It would also be useful if your Executive Board could pass a resolution supporting the UFCW boycott.



American Concrete Institute

Premature removal of shores supporting a 5-day-old slab led to the collapse of that slab, which triggered a failure that progressed through the entire building height and killed fourteen workers.

of some of the hazards, and how OSHA's proposal intends to protect workers from them. OSHA is requesting comments on several issues—your experience could be valuable in helping improve the Standard. If you have any comments, please forward them to the UBC Department of Occupational Safety and Health as soon as possible for submission to OSHA.

Rebar Protection

Many workers have fallen to ghastly deaths of impalement on unprotected iron rods. The current OSHA regulation requires that these rods be protected if anyone is working above them. OSHA proposes to change the Standard so that the rods don't have to be protected if employees use fall protection (body belts, guardrails, etc.). Should OSHA allow this exemption?

Concrete Buckets

Buckets filled with concrete, swinging overhead, pose a danger to workers below if a bucket should open accidentally or fall from a crane. OSHA currently requires that vibrator crews be kept out of the way of suspended buckets and riding of buckets is prohibited. OSHA considered requiring that all workers be kept out from under the suspended buckets, but rejected that option as too costly to the employers. Should OSHA require all workers be prohibited from the area under the suspended concrete buckets?

and instead would prohibit the buggy handles from contacting other objects. Is that sufficient?

Formwork

The major construction accidents are often related to stripping formwork before the concrete is completely cured and able to bear the weight. OSHA has proposed that either employers test the concrete to make sure it is strong enough to support the load, or follow minimum specifications for waiting times before form removal (see table), recommended by the American Concrete Institute. Should contractors be required to test the concrete each time before form removal, or are the minimum guidelines sufficient to eliminate testing? Should OSHA only allow in-place testing to evaluate concrete strength? Should OSHA require employers to keep written testing procedures, and make test results available on the job site? How would this help protect employees?

Vertical slip forms also have to be lifted at a safe rate to allow enough time for curing of the concrete. OSHA requires that lifting "shall not exceed the predetermined safe rate of lift." The employer must determine the safe rate depending on weather conditions, concrete slump, workability, and other factors. Should OSHA require that the safe rate of lift be determined by a structural engineer?

Setting New Safety Standards In Concrete

In Willow Island, W. Va., on April 27, 1978, concrete formwork collapsed on a cooling tower killing 51 construction workers—17 were members of the UBC. This was not the first or the last such tragedy. The dangers of concrete construction work have shown up time and time again. Formwork that is stripped before it is cured, falls from scaffolds onto unprotected rebars, overloaded jacks failing during precast concrete lifts, inadequate reshoring, and concrete trucks parked on an incline without wheel blocks are only a few of the common problems. Back injuries from stripping forms and carrying rebar are another serious problem. Concrete dust can irritate the eyes, nose and lungs, and may damage the lungs permanently. Many workers also get skin rashes or chemical burns from concrete, and have complained of skin rashes from form oils. Noise and vibration from pneumatic hammers, concrete saws, drills, and concrete vibrators can damage hearing, and can also damage the feeling in fingers, hands and arms, causing "white finger" disease (Raynaud's Syndrome).

However, the hazards of concrete work, have captured the attention of the public, and finally, of the government. OSHA published a Notice of Proposed Rulemaking (NPR) in September 1985 to revise the Concrete and Masonry Standard to prevent some of these tragedies. Following is a description

Concrete Buggies

Concrete buggies must now have knuckle guards on the handles to prevent the crushing of workers' hands in tight corners. OSHA has proposed eliminating this requirement,

Scaffolding

OSHA currently requires that all vertical lift forms have "scaffolding or work platforms completely encircling the area of

Continued on Page 35

MINIMUM PERIOD OF TIME BEFORE REMOVAL OF FORMS AND SUPPORTS¹²

A. Walls ³	12 hours.
B. Columns ³	12 hours.
C. Sides of beams and girders ³	12 hours.
D. Pan Joist forms ⁴	
30 inches (76.2 cm) wide or less	3 days.
Over 30 inches (76.2 cm) wide	4 days.
E. Post-tensioned slab system	As soon as full post-tensioning has been applied.

Where design live load is:

	Less than Dead load	More than dead load
--	---------------------	---------------------

F. Arch Centers	14 days	7 days.
G. Joist, beam or girder soffits:		
Under 10 feet (3.0 m) clear span between structural supports.	7 days ⁵	4 days.
10 feet (3.0 m) to 20 feet (6.1 m) clear span between structural supports.	14 days ⁵	7 days.
Over 20 feet (6.1 m) clear span between structural supports.	21 days ⁵	14 days.

H. One way floor slabs:	
Under 10 feet (3.0 m) clear span between structural supports.	4 days ⁵ . . . 3 days.
10 feet (3.0 m) to 20 feet (6.1 m) clear span between structural supports.	7 days ⁵ . . . 4 days.
Over 20 feet (6.1 m) clear span between structural supports.	10 days ⁵ . . . 7 days.

¹ Reproduced from American Concrete Institute's Recommended Practice for Concrete Formwork.

² The periods of time in table 1 represent cumulative number of days, or hours, during which the temperature of the air surrounding the concrete is above 50°F (10°C).

³ Whenever forms for walls, columns or the sides of beams and girders also support formwork for slab or beam soffits, the removal times for the slab or beam soffits shall govern.

⁴ The removal times for part joist forms are for the type which can be removed without disturbing forming or shoring.

⁵ Whenever the forms for joist, beam, or girder soffits may be removed without disturbing shores and the design live load is less than dead load, one-half of the values shown may be used but not less than three days.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Las Vegas Club 200+

UBC Retirees Club 4, Las Vegas, Nev., now has a paid membership of over 200, and the club is growing every month. At the recent pot luck dinner, almost 100 members attended with guests. One of the activities the club is involved in is supporting the Carpenters Legislative Improvement Committee (CLIC).



New officers of Retirees Club 4, pictured above, seated, from left, are Secretary Ann Newman, Trustee Emmett Valdez, Trustee John Snook, and Trustee Chuck Franklin. Back row, from left, are Vice President Chet Traynham, President Bob Shaner, Treasurer Elmer Laub, and Coordinator Marvin Hargrove.

Rockford Members' Breakfast Outing

Members of the Retirees Club of Local 792, Rockford, Ill., above, assembled for a breakfast meeting at Rock Cut State Park. They hold regularly scheduled meetings at the Union Hall every month, and plan outings such as this as often as possible.



Use Caution in Outdoor Winter Activities in Winter

Jogging, Woodcutting

Caution is the word in outdoor activities in winter.

Golf is harder on you than in warmer seasons, even without snow on the ground. Play on sunny, milder days. Don't be a "red-baller" proud of playing regardless of the cold with snow on the course, requiring a red-dyed ball.

If you are a jogger, and over 40, check with your doctor on whether you ought to shift part of your exercising indoors.

If you have outdoor chores left from the fall, spread them out over the better winter days.

If you are one of the woodcutters who save on fuel costs by feeding wood-burning stoves and fireplaces, recognize the hazards in what you are doing: According to the Consumer Product Safety Commission, chain-saw equipment, misused, caused 50 deaths in 1981 and 120,000 injuries, while axes and log-splitters caused at least 13,000 injuries requiring medical care.

Beyond the need to follow safety directions and tips in woodcutting, recognize that it can be even harder on you physically than shoveling snow.

We know you're out there—52 clubs—and we want to hear what you're doing. Write **CARPENTER**, 101 Constitution Ave., N.W., Washington, D.C. 20001

Watch for Winter Hazards in Heating Homes

Space Heaters, Chimney Flues

Wintry cold and high energy costs have made many persons, particularly those with limited incomes, turn to space-heaters, wood stoves, and other auxiliary heating equipment. Fire departments warn periodically of the hazards involved.

Electrical space-heaters can overload electric wiring and cause fires.

Portable kerosene heaters emit fumes that can become deadly in homes or apartments that are not properly vented. Kerosene can sometimes leak or spill, causing fires. Small heaters can be overturned. The hazards should be foreseen and avoided by using an asbestos protective sheet under a heater, choosing one that can't be overturned accidentally, and venting fumes. If you have questions about a heater's safety, consult your fire department: Firemen prefer answering questions to answering fire calls.

In using fireplaces or wood stoves, be sure the chimney flue isn't blocked (squirrels and some birds like flues for nesting) and see that the flue is clear of creosote. Make sure the chimney damper is open.

Fireplace screens fine enough to block flying sparks are a must, unless you opt for heat-treated glass doors. Don't overload fireplaces; big roaring fires are dangerous. Generally, if you use artificial logs, use only one at a time. And don't use that "little bit of gasoline or kerosene" to start fires easily. Better a slow start than a blast-off.

In most cities, building or safety ordinances set restrictions on the installation and use of wood stoves. Check. Otherwise, have stoves installed professionally or follow safety instructions carefully.

Safety rules for home heating devices provide safeguards for children: The same general precautions apply to elderly persons living in the home.

Planer Molder Saw



Now you can use this ONE power-feed shop to turn rough lumber into moldings, trim, flooring, furniture—ALL popular patterns. RIP-PLANE-MOLD . . . separately or all at once with a single motor. Low Cost . . . You can own this power tool for only \$50 down.

30-Day FREE Trial! SEND FOR EXCITING FACTS
NO OBLIGATION—NO SALESMAN WILL CALL
RUSH COUPON TODAY! FOLEY-BELSAW CO
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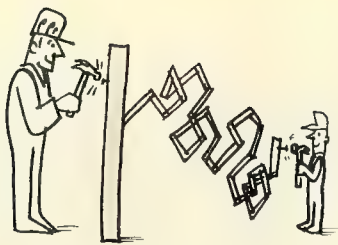
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State _____ Zip _____



GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

SAVING TIME

Pat and Mike were out fishing in their boat on the lake and the boat capsized. Mike couldn't swim. Pat swam ashore, but the minute he got up on the beach he plunged right back in the lake.

Bystanders asked, "What now?"
"Well," says Pat, "I've saved myself, now I have to go back and save Mike."

SUPPORT THE L-P BOYCOTT

SIGN READING

Two fellows went bear hunting. They loaded up their jeep and headed for the woods. Following a dirt road, they came to a fork in the road. On a tree was a sign which read "Bear Left," so they turned around and headed back home.

—Evert Swanson
Local 66
Olean, N. Y.

STAY IN GOOD STANDING

STARTING YOUNG

Teacher: Who can spell the word straight and tell me what it means?
Student: S-t-r-a-i-g-h-t, and it means without water.

AIM IN THE MIDDLE

Two duck hunters, Mike and Pat, were out hunting on a cold, dreary day and each had brought his own thermos with him. Pat had whiskey, and Mike had coffee. After they had been out for about two hours a lone duck flew over them. Pat shot once, and down it came. Mike complimented Pat on his shot, and Pat replied, "How could I miss when a flock like that was flying by?"

—Evert Swanson
Local 66
Olean, N.Y.

LOOK FOR THE UNION LABEL

NEW-LOOK HAIRCUT

A regular customer went to his barber and asked for an unusual haircut.

"Make it like a cheese grater on top, long on the left, and short on the right."

"I can't do those new punk-look haircuts," the barber replied.

"Yes, you can. You did it the last time."

—Catering Industry Employee

ATTEND UNION MEETINGS



COMING CLEAN

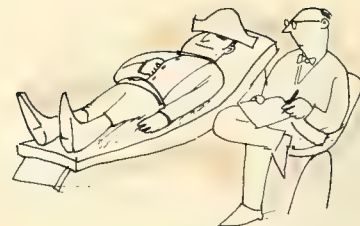
The lieutenant conducting an inspection found books in the recruit's laundry bag and demanded an explanation.

"Certainly, sir," replied the rookie.
"They're dirty books!"



THIS MONTH'S LIMERICK

A gent with a drooping mustache
Chewed some hair out while eating
his hash.
The phrase is profane
That he shrieked in his pain.
We will illustrate it with
a _____.



WHICH WAY TO WATERLOO

When Al Smith was governor of New York, he visited one of the state mental hospitals. Walking around the grounds, he came upon one of his patients who asked him who he was.

"I'm Al Smith, governor of the State of New York," said Smith.

The patient looked him over carefully, shook his head, and said, "It won't take them long around here to knock that idea out of your head. When I came here I was Napoleon Bonaparte."

ADOPT A LUMBER COMPANY

ACTION! CAMERA

Young boy: Quick! My dad's hanging by his pants leg from a barbed wire fence.

Store owner: What do you need, help or first aid supplies?

Young boy: Neither, just another roll of film for my camera.

SUPPORT 'TURNAROUND'

SPORTS DEFINITION

Coach: A fellow who is always willing to lay down your life for his job.

BUY UNION * SAVE JOBS

GET-ALONG IDEA

A carpenter asked one of his buddies why he got along so well with his wife.

The buddy replied, "It's simple—I give her my awl."

—William Barr
Local 1664
Strongsville, Ohio

USE UNION SERVICES

THE SERMON BEGINS

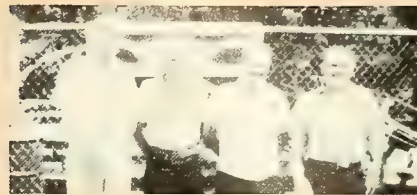
The preacher said, "Brothers, my sermon this morning will be about liars. Now has everyone read the 35th chapter of Matthew?" All the hands went up in the congregation.

"You're just the people I want to talk to—there is no such chapter."

Service To The Brotherhood



Mason City, Iowa—Picture No. 1



Mason City, Iowa—Picture No. 2



Mason City, Iowa—Picture No. 3



Mason City, Iowa—Picture No. 4



Mattoon, Ill.—Picture No. 1



Chicago, Ill.

CHICAGO, ILL.

Local 181 continued its tradition of holding a Special Called Meeting to honor those members who were celebrating 50 years of membership in the UBC.

Pictured is 50-year member Steve Czvitkovics receiving his service pin from Kenneth Borg, president and business representative.

Also honored but not pictured were: **50-year members** Holger Mortensen, Jacob O. Ludviksen, Albin Emrickson, and Oscar Holth.



Mattoon, Ill.—Picture No. 2

MATTOON, ILL.

Members of Local 347 recently paid tribute to longstanding members by awarding service pins to them.

Picture No. 1 shows, from left: 65-year member John Garber and 60-year member Roy Reed.

Picture No. 2 shows, from left: 25-year member William Orr, 30-year member Richard Scribner, 35-year members Hiram Sarver and Frank Haveman, and 45-year member Verlan McWilliams.

Also honored, but not pictured were: **45-year members** Winifred Jones, William Maxey, and Marion Fouts; **35-years members** Kenneth Burk, Ivan Evans, and B. C. Holthaus; **30-year members** Dale Miller and Wilford Barbee; and **25-year members** Frank Hemmen, Harold Francis, and C. Duaine Swinford.



Calgary, Alta.



Mason City, Iowa—Picture No. 5

MASON CITY, IOWA

Local 1313 recently celebrated its 75th Anniversary and, as a part of the celebration, longstanding members were awarded service pins.

Picture No. 1 shows 45-year members, from left: V. Lysne, C. Hansen, and D. Leake.

Picture No. 2 shows 40-year members, from left: G. Luecht, R. Gerdes, R. Nyhus, and D. McCourt.

Picture No. 3. shows 35-year members, front row, from left: G. Mennen, W. Carrott, R. Lyman, L. Lee, and T. McCourt.

Back Row, from left: G. Hunt and M. Clark.

Picture No. 4 shows 30-year members, from left: V. Newman, P. Fitzgerald Jr., N. Kittleson, L. Rezab, R. Paulson, and L. Bergmann.

Picture No. 5 shows 25-year members, from left: F. Garcia and D. Palsic.

CALGARY, ALTA.

Local 1779 members gathered recently to pay tribute to Nick Eroshinsky, a former business representative of the Calgary District Council who also held many positions in his own local. He is pictured at left receiving an engraved UBC watch from General Representative Pat Mattei.



Chicago, Ill.—Picture No. 1



Chicago, Ill.—Picture No. 2



Chicago, Ill.—Picture No. 3



Chicago, Ill.—Picture No. 4

CHICAGO, ILL.

Local 1027 recently held an awards banquet at the Delphian House in Hickory Hills to honor members with 25 or more years of membership in the UBC. Among the honorees were 56 members with over 50 years of service.

Picture No. 1 shows 25-year members, front row, from left: Stanley Rylik, Robert Triezenberg, William Mork, Joe DiBenedetto, Bortolo DeLazzer, Max Carmona, Joseph

Schmidt, Fritz Herbstler, Edward Buivis, and Erick Holtz.

Middle row, from left: John Pestka, Richard Taylor, Frank Ritter, Martin Jilly, Peter Franc, Anton Erl, Peter Flock, John Altmann, Wilfred Losert, Helmut Borm, and Donald Brongiel.

Back row, from left: Al Simeth and Sam Spizzirri.

Picture No. 2 includes 30-year members, front row: Matthias Jung, John Katzenmayer, Walter Grunenwald, Walter Gorecki, Al Floss,

Heinz Grote, James Davies, Klaus Eckstein, Carl Conti, Tom Christy, and Ewald Hauer.

Back row: Martin Istl, Arthur Gerus, Val Hebein, Joseph Eier, John Angerer, Antonio Chavarria, William Fiel, Robert Dierking, John Fauci, and Donald Johnson.

Picture No. 3 includes 30-year members, front row: Helmut Wichner, Donald Urban, Alf Strom, Gary Olsen, Michael Melzer, Joseph O. Kern, and Herbert Konrath.

Middle row: Leonard Pacoria, Bruno Johnson, Paul Wenson, Stefan Pressling, Robert Lueders, and Elmer Mostowski.

Back row: Martin Merkhofer and William Pieper.

Picture No. 4 includes 30-year members, front row: Melvin Bergeson, Max Winkler, Donald Wikstrom, Richard Wood, Joseph Eier, Donald Paciorek, and Robert Scupin.

Back row, from left: Ewald Will and Richard Kijewski.

Picture No. 5 shows 35-year members, front row, from left: Anton Niess, Joseph Widlarz,



Chicago, Ill.—Picture No. 5



Chicago, Ill.—Picture No. 6



Chicago, Ill.
Picture No. 10



Chicago, Ill.
Picture No. 11



Chicago, Ill.—Picture No. 7



Chicago, Ill.—Picture No. 8



Chicago, Ill.—Picture No. 9



Port Chester, N.Y.—Picture No. 2

Ernest Musich, Edward Depcik, Joseph Klimala, Joseph Nerat, Carmen Messina, Emmerich Kern, Joseph Kern, and Lawrence Krawczyk.

Middle row: Nick DiSanto, Edward Swiatkowski, John Lips, Leroy Luedes, Harry Kluch, August Mohr, Frank Tirjer, Ted Mellenthin, and Ervin Blocker.

Back row: Geroge Goetz, Michael Rozak, and Alfred Deering.

Picture No. 6 includes 35-year members, front row: Vlademir Buresh, Patrick O'Sullivan, Robert Hansen, Frank Bartos, Joseph Klostermann, Michael Rozak, Nick DiSanto, and Joseph Widlarz.

Back row, from left: Fred Braun and Frank Tirjer.

Picture No. 7 shows 40-year members, from left: Thomas McPartlin, Martin Heim, Joseph Kadlec, Henry Santeford, Charles Svec, Irv Zielinski, and George Dobson.

Picture No. 8 shows 45-year members, from left: Thomas Piersma, Frank Oplatek, Bill Naus, Al Maciejewski, Gunner Beckstrom, Albino DeLazzer, and Robert Sabo.

Picture No. 9 shows 50-year members, from left: Al Witt, Karl Klecka, Al Wuttke, Ernest Huether, William Mehnke, and Ray Ostrowsky.

Picture No. 10 shows 60-year member Carl Anderson.

Picture No. 11 shows 70-year member Dan Ostrow.

CALGARY, ALTA.

The retired business manager of the Calgary District Council, Orville Fletcher, was recently honored by friends, family, members, and officers of various locals throughout Alberta on the occasion of his retirement. In his nearly 30

PORT CHESTER, N.Y.

Local 77 recently awarded service pins to its members with many years of loyal service.

Picture No. 1 shows, from left: Joseph Gasperino, president; 65-year member Gilman Russell; and Vincent Ibelli, business representative.

Picture No. 2 shows 35-year members, front row, from left: John Ponterio, August Longo, Sal Somma, Dominick Pennella, and Rosio Cario.

Back row, from left: Larry Benvenuti, Clement Virtuoso, Edward Poletti, Gregory Greeley, and Robert Martz.



Calgary, Alta.

years of service to the UBC, Fletcher held many posts in Local 2103, the Alberta Provincial Council, the District Council, and the Alberta Building Trades Council. He is pictured receiving his engraved United Brotherhood watch from Tenth District Executive Board Member Ronald J. Dancer, left.



Port Chester, N.Y.—Picture No. 1



Warren, Ohio

WARREN, OHIO

The membership of Local 1438 recently presented a 35-year service pin and a UBC watch to one of their brothers. Harold Devine has served as president, recording secretary, financial secretary, and assistant business agent for the local. He has also been a delegate to the United Counties District Council and served on various local committees throughout his 39 dedicated years.



South Bend, Ind.
Picture No. 1

South Bend, Ind.
Picture No. 2

South Bend, Ind.
Picture No. 4



South Bend, Ind.—Picture No. 3



South Bend, Ind.—Picture No. 7



South Bend, Ind.—Picture No. 5



South Bend, Ind.—Picture No. 6

SOUTH BEND, IND.

Local 413 recently held a pin presentation banquet to honor members with many years of service to the brotherhood.

Picture No. 1 shows 63-year member Byron Gilchrist.

Picture No. 2 shows 50-year member Jacob Seeger.

Picture No. 3 shows 45–49-year members, front row, from left: Robert Gerhold, past president; Carl Davis, past president; and Ray Larimer.

Back row, from left: Howard Hoose, Eric Wagman, Kenneth Tubbs, and Harry Truax.

Picture No. 4 shows 40–44-year members, front row, from left: Paul Hancock, Myron Mullet, Bayard Taylor, and Wayne Rupel.

Back row, from left: Roy Phillippi, Albert

Overmyer, Leland Ackerson, Harold Dorsey, Howard Porcher, and Richard Luer.

Picture No. 5 shows 35–39-year members, front row, from left: Charles Luke, Paul Harris, William Hoffman, Maynard Williams, Russell Johnson, President Roy Klein, Austin Foust, Walter Moore, Jerry Davis, and Christian Hostel.

Back row, from left: Richard Gray, Julius Robinson, Dean Garber, Keith Clark, Stanley Gish, Charles Stokes, Fredrick Walters, Robert Scheibelhut, Lawrence Weldy, Quentin Ullmer, Richard Weldy, Ralph Lindzy, Harold Kaser, Gailon Finneran, Florian Mroczkiewicz, Edward Tomczak, Kenneth Williams, Warren Brouse, Albert Fout, and Jack Larson.

Picture No. 6 shows 30–34-year members, front row, from left: Roy Newland, Lloyd Belt, Thomas Sanders, Everett Huff, Walter Ketcham, Business Manager George Elrod, David

Niezgodski, Billie Shaffer, Hubert Poole, and Edwin Patesel.

Back row, from left: Garland Newland, Gene Reece, Michael Nemeth, Dale Heiser, Ralph Newman, LaVerne Talboon, Robert Casper, John Gilmartin, Louis Watson, Nicholas Rubino, Richard Hancock, Leon Reed, Charles Wright, Roy Mumford, Clyde Dixon, Robert Sones, Loren Tolbert, and Anthony Papandria.

Picture No. 7 shows 25–29-year members, front row, from left: Fred Wyant, Don Knowlton, George Henry, John Koltowski, James Connors, Robert Harringer, and Wilber Sanders.

Back row, from left: Paul Robinson, LeRoy Adams, Gary Richert, Financial Secretary Byron Reinhold, Herbert Daehne, Russell Thompson, Walter Stefaniak, Richard Sheetz, David Rzepka, Fred Morrow, Jerry Shirley, and Donald Simpson.

Concrete Safety Standards

Continued from Page 28

placement." OSHA wants to revise this requirement to eliminate scaffolding or work platforms if they are not needed. Would this change unbalance the slipforms if work platforms were not required on both sides of a slipform?

Shoring

The OSHA Advisory Committee on Construction Safety and Health recognizing the potential danger in the use of single-post shores, recommended that OSHA prohibit their use in more than one tier. OSHA decided, however, to allow use of double tiered single-post shoring if a structural engineer designed and inspected their layout. Should single-post shoring be prohibited for more than one tier? Is that a safe practice?

Reshoring

Many times after forms are stripped, concrete must be reshored to withstand added loads such as additional floors above it. OSHA requires reshoring "whenever the concrete is required to support loads in excess of its capacity." Should the reshoring be designed by a structural engineer?

The Cost Factor

OSHA, in deciding to propose this revision, had to justify to the Office of Management and Budget (OMB) that the costs of the regulation did not outweigh the benefits in lives saved and injuries avoided. To do so OSHA agreed to set \$3.5 million as the value of a human life. They based this on a theory in economics called "willingness-to-pay," which states that a person's life is worth what they are willing to pay for it and depends on the risks they take on their job. Under this theory, a construction worker who has a high risk job values his or her life less than an office worker, and therefore, a construction worker's life is worth less. Although the calculations worked out to support most of the proposal this time, they may be used later to claim a regulation is not worth the cost, and should be prevented from publication. Do you feel this approach is justified?

Many more issues are discussed in the proposed Concrete Standard. If you would like a copy of the proposal or of the current Concrete Standard, contact the UBC Occupational Safety and Health Department at the General Office. Responses to this article can be mailed to: UBC Occupational Safety and Health Department, 101 Constitution Ave., N.W., Washington, D.C. 20001.

CLIC Update

Continued from Page 2

Additional Co-Sponsors of Benefits Tax Resolution

Yatron (D-PA)
Young, Robert (D-MO)

Akaka (D-HI)
Bateman (R-VA)
Bates (D-CA)
Blaz (R-Guam)
Brown, Hank (R-CO)
Bustamante (D-TX)
Byron (D-MD)
Chappie (R-CA)
Coughlin (R-PA)
Coyne, William (D-PA)
Daniel, Dan (D-VA)
Daschle (D-SD)
Dicks (D-WA)
Dwyer (D-NJ)
English (D-OK)
Gallo (R-NJ)
Gonzalez (D-TX)
Hall, Ralph (D-TX)
Hyde (R-IL)
Kramer (R-CO)
Levin, Sander (D-MI)
Markey (D-MA)
Marlenee (R-MT)
McKinney (R-CT)
Mica (D-FL)
Moakley (D-MA)
Montgomery (D-MS)
Ritter (R-PA)
Rowland, John (R-CT)
Saxton (R-NJ)
Schroeder (D-CO)
Sharp (D-IN)
Siljander (R-MI)

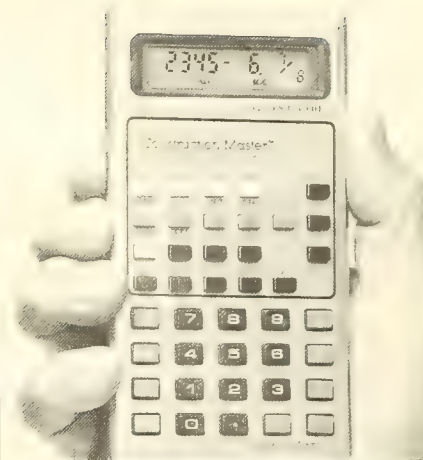
Skelton (D-MO)
Smith, Robert C. (R-NH)
Studds (D-MA)
Swift (D-WA)
Tauzin (D-LA)
Visclosky (D-IN)
Vucanovich (R-NV)

Anderson, Glenn (D-CA)
Atkins (D-MA)
Barnard (D-GA)
Biaggi (D-NY)
Boxer (D-CA)
Brown, George (D-CA)
Coble (R-NC)
Dannemeyer (R-CA)
Delay (R-TX)
Edwards, Don (D-CA)
Hatcher (D-GA)
Hughes (D-NJ)
Jacobs (D-IN)
Kemp (R-NY)
Kindness (R-OH)
Lantos (D-CA)
Lehman, Richard (D-CA)
Long, Cathy (D-LA)
Pepper (D-FL)
Price (D-IL)
Rangel (D-NY)
Reid (D-NV)
Schumer (D-NY)
Seiberling (D-OH)
Whitley (D-NC)
Whittaker (R-KS)
Wirth (D-CO)
Wolf (R-VA)

Young, Don (R-AK)

Berman (D-CA)
Carney (R-NY)
Chapman (D-TX)
Cobey (R-NC)
Coleman, Thomas (R-MO)
Cooper (D-TN)
De Lugo (D-VI)
Durbine (D-IL)
Fowler (D-GA)
Gekas (R-PA)
Glickman (D-KS)
Hartnett (R-SC)
Heftel (D-HI)
Levine (D-CA)
Loeffler (R-TX)
Meyers (R-KS)
Mineta (D-CA)
Owens (D-NY)
Rowland, Roy (D-GA)
Schuette (R-MI)
Skeen (R-NM)
Slattery (D-KS)
Smith, Denny (R-OR)
Stratton (D-NY)

Bennett (D-FL)
Morrison, Bruce (D-CT)
Neal (D-NC)
Parris (R-VA)
Schaefer (R-CO)
Smith, Virginia (R-NE)
Whitten (D-MS)
Hiller (R-IN)



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in memoriam

The following list of 1,189 deceased members and spouses represents a total of \$2,103,112.31 death claims paid in August, 1985; (s) following name in listing indicates spouse of members

Local Union, City

- 1 Chicago, IL—Nellie A. Michalski (s), Otto A. Olsen, Perry J. Hugh, Sigfrid C. Wikell, Walter R. Begitschke.
- 2 Cincinnati, OH—Leslie W. Mullins, Nelta C. Oursler (s), William H. Richey.
- 3 Wheeling, WV—Anthony Smigill, Wilda Emory (s).
- 5 St. Louis, MO—Anna Louise Asby (s), Harold E. Mueller.
- 6 Hudson County, NJ—Margaret Mary Gill (s), Thomas P. Kelly.
- 7 Minneapolis, MN—August Frank Trantham, Bertha G. Vinge (s), Clair G. Soppeland, George K. Ostlund, Henry J. Bruestle Sr., Herman Trones, Luella H. Carlson (s), Robert J. Flegel, Walter Vogel.
- 8 Philadelphia, PA—Dorothy Walsh (s).
- 11 Cleveland, OH—Frank Draper, George R. Gonter.
- 12 Syracuse, NY—Eunice E. Walts (s), James P. Lien-nen, Norman F. Scott, Reta C. Harris (s).
- 13 Chicago, IL—Carl E. Peterson, Harold D. Oberle, Harry Kushner, Joseph Bartosz, Thomas A. Corbino.
- 14 San Antonio, TX—Juan R. De Los Santos, Thomas Krzewinski.
- 15 Hackensack, NJ—Bruno Scalabrin, Doorn Henry, Ernst Frahm, Filippo Dominick Purphra, James E. Carr, Joseph Sidioti, Matthew F. Ciesla.
- 16 Springfield, IL—Carl E. Weiland, Daniel E. Batson, James S. Richardson.
- 17 Bronx, NY—Anselm Makela, Fred C. Rabaler, James Jamerson, Modesta Lattari (s).
- 20 New York, NY—Philip Praeli.
- 22 San Francisco, CA—Charles Prielpel, Doyle Lawson, Eda Luzzi (s), Jean A. Creegan (s), John P. Hasty, Magnus O. Kvamme, Theodore Bhend.
- 23 Williamsport, PA—Carson J. Walter.
- 24 Central, CT—Alex Leonard Nelson, Frederick R. Bulmer Jr., James Tocchio, Rino J. Ouellet, Sebastian T. Leone, Walter H. Kyder.
- 25 Los Angeles, CA—Albert A. Frace, Alex Arnold, Clarence Shields, Felix Doman, Iven R. Mc Ling, Josefina Kreuzer (s), Tilden Johnson.
- 30 New London, CT—Albert C. Rollett Jr.
- 31 Trenton, NJ—Michael A. Martin.
- 33 Boston, MA—Henry A. Charter, Saul J. Weinthrob.
- 34 Oakland, CA—George A. Fisher, John T. Farley.
- 35 San Rafael, CA—Clarence E. Spaulding, Edward A. Blanchard, Paul A. Wood.
- 36 Oakland, CA—Albert Pura, Ben J. Aitemon, Devonta P. Tilton, Hodge B. Moseley, Lillian Broomfield (s), Waldemar Altergott.
- 40 Boston, MA—John A. Stanhope.
- 42 San Francisco, CA—Alfred Ahnrdt, Irving Arthur Revheim, Carl Frey, Karl Schmershal.
- 43 Hartford, CT—Alice A. Gavin (s), Angelo M. Casanelli, Bertha Caramelo (s), Charles Boudreau, Mildred Johnson (s), Nathan Curtis, Sebastian Bolea.
- 44 Champaign Urba, IL—Floyd C. Roosevelt, William P. Maier.
- 46 St. Marie, MI—Herman C. Ehle.
- 47 St. Louis, MO—Elizabeth C. McLane (s).
- 50 Knoxville, TN—A. Gamble Law, Albert M. Price, George C. Large, Hazel Comerford (s), Paul L. Fant.
- 51 Boston, MA—Edward C. Borsare, Supreme Mosco.
- 54 Chicago, IL—Albin Poltermann, David Pfeifer, Frank Lattal, Henry Corcilus.
- 55 Denver, CO—Clifford Halting, Frank E. Rees, James W. Greene, Myrl Moorehead, Ruby Roberts (s), Tyrus McMillan.
- 58 Chicago, IL—Albert J. Forseth, Carl A. Johnson, Gustav E. Carlson, Reuben L. Leander.
- 60 Indianapolis, IN—Earl R. Rouse, William B. Rolling.
- 61 Kansas City, MO—Benjamin F. Hays, Earl C. Allison, Estill W. Davis, Frank E. Crews, Fred L. Beggs, John M. Welch, Leo F. Bailey, Lora Pearl Faulkner (s), Monica M. Kroner (s), Thomas A. Muleski.
- 62 Chicago, IL—Ivar Johnson, Mary E. Hartsock (s).
- 63 Bloomington, IL—Eleanor Elizabeth Roseman (s).
- 64 Louisville, KY—John Rexroat, Robert M. Brown.
- 65 Perth Amboy, NJ—William R. Taylor.
- 66 Olean, NY—Betty J. Workoff (s), Ethel B. Alderman (s), Mary M. Racitano (s).
- 67 Boston, MA—John E. Berquist.
- 69 Canton, OH—Harmon D. Chambers, Julia R. Turansky (s), Myrtle L. Jolliff (s), Oscar G. Frank.
- 73 St. Louis, MO—Isabel M. Kirm (s).
- 74 Chattanooga, TN—George M. Settles, Henry E. Garner, James W. Gibson.
- 76 Hazelton, PA—Gerald Mumme, John W. Seely Sr., Lewis J. Kruchinsky, Wilson Varner.
- 80 Chicago, IL—George Cruickshank, Ralph J. Longfield Jr., Raymond J. Mottis.
- 81 Erie, PA—Anna Fellows (s), Ray Fohner.
- 83 Halifax, N.S., CAN—Marion B. Sutherland (s).
- 85 Rochester, NY—Donald Debraal, Loreto Anthony Vacca, Ruth L. Vroman (s).
- 87 St. Paul, MN—William V. Barth.
- 88 Anaconda, MT—Richard G. Vanisko.
- 89 Mobile, AL—Jeff E. Bonner.
- 90 Evansville, IN—Dorothy Mae Fulkerson (s), Jerome W. Springer, Marjorie Jean Miller (s).
- 91 Racine, WI—Andrew Robers, Howard Kosterman, Lenora Anderson (s).
- 94 Providence, RI—Chester Rounseville Sr., Erik William Nordquist, Francis Ethier, Harold B. Bradley, Luigi Didonato, Mary Benell (s).

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- 98 Spokane, WA—August W. Millen, Beatrice Pauline Schilling (s), Carl Ivar Johnson, David F. Wright, Louis H. Lapoint.
- 100 Muskegon, MI—Arthur B. Johnson, Bert Arendsen, Herbert J. Brown, Jennie Bonzelaar (s), Russell Carey, William O. Lapham.
- 101 Baltimore, MD—Benedykt B. Gomolka, Betty J. Robey (s), Betty Jane Kayser (s), Earl W. Rust, Margrie Lee Stafford (s), Schley B. Wilson, William A. Robinson.
- 102 Oakland, CA—Herman C. Norris.
- 103 Birmingham, AL—Adolphus P. Chesser.
- 105 Cleveland, OH—Clifford D. Bailey, Dorothy Eleanor Cowper (s), Frank Martin, George W. Adams.
- 106 Des Moines, IA—Archie A. Sinclair, Odessa Goldie Acton (s), Paul E. Thull, Wendell A. Person.
- 107 Worcester, MA—Martin Hagberg.
- 108 Springfield, MA—Emil M. Furgal, Hattie F. Cooley (s), Winifred A. Mann (s).
- 109 Sheffield, AL—James P. Riddell, Nathan Lamar Kelly.
- 110 St. Joseph, MO—Earl Cox.
- 111 Lawrence, MA—Leslie Carmichael.
- 112 Butte, MT—Arne Hanni, Hjalmar Bergendahl.
- 114 East Detroit, MI—Anna I. Carlson (s), D. Wayne Cobb, George W. Dinsmore, Gustav J. Kaleta, Herman Vervaecke, Robert Musetti, Stanley E. Remus.
- 116 Bay City, MI—Edward Reutter.
- 118 Detroit, MI—Abraham White, Crescent Pearl Ordan (s), Darold Robert Holly, Edward B. Walker, Edward Smith Jr., Eino A. Pelto, Frank Becsi, George Thomas Redmond, Jack Simon, John Worley, Kathryn Roudonis (s), Leonard Dettman, Myrtle H. Christensen (s), Peter J. Klamik, Steven J. Orange.
- 120 Utica, NY—Bernard L. Pannone, Chaucey F. Lat-teri (s), Donald M. Salls.
- 122 Philadelphia, PA—John C. Musgrave.
- 124 Passaic, NJ—Dominic Boniello.
- 131 Seattle, WA—Arthur Berg, Elmer F. Brink, Emil C. Matson, Emil Johnson, Golden Harris (s), Ivar L. Thomas, Lawrence W. Skidmore, Lawrence Warner, Melvin P. McIntyre, Robert C. Howard, William A. Black, William W. Berg.
- 132 Washington, DC—Archie L. Davis, Asbery Sam Tyler, Columbia Elizabeth Goad (s), Kenneth E. Weiger, Marie Helen Tosten (s), Mary G. Humphreys (s).
- 135 New York, NY—Joseph Apter.
- 141 Chicago, IL—John Steenwyk, Robert A. Kelly.
- 142 Pittsburgh, PA—John L. Murgel, Oscar A. Connor.
- 149 Tarrytown, NY—Armando Tatangelo, Joseph Martinello.
- 153 Helena, MT—Leslie A. Powell, Lora Guy Pence.
- 155 Plainfield, NJ—Frank H. Trano.
- 161 Kenosha, WI—Ralph Antes, Stephen R. Christol.
- 166 Rock Island, IL—Imogene Thomas (s).
- 169 East St. Louis, IL—Edward Gillispie.
- 171 Youngstown, OH—Charles Debrosky, George H. Dickson, Joseph J. Lucas, Twila Anderson (s).
- 174 Joliet, IL—Walter Stanek.
- 180 Vallejo, CA—Elmer B. Reistad.
- 181 Chicago, IL—Bjarne Fixdal, Charles P. Pritchett.
- 183 Peoria, IL—Emma Marie Vielhak (s), Herman Henrich, John W. Wells.
- 184 Salt Lake City, UT—Evan Wardle, Ray O. Gertsch, Rose Zdunich Martin (s).
- 187 Geneva, NY—Clifford M. Thorpe.
- 195 Peru, IL—Ralph E. Dean, Samuel Pierro.
- 198 Dallas, TX—Charles R. Flowers, Houston L. Davis, Myrtice Nottingham (s), Robert Lee Pasley.
- 200 Columbus, OH—Betty J. Blackburn (s), Charles L. McCoy, Frank Barrett, Frederick E. Brown, Howard Pryor, Joseph Mattio.
- 203 Poughkeepsie, NY—Harold Rosencrans.
- 210 Stamford, CT—John W. Koropsak, Randy A. Smith, Robert Logan, Russell A. Smith.
- 213 Houston, TX—Edward F. Kerner, Lish Vanhorn, Milton D. Morse, Ola Ashley (s), Robert A. Pearce Jr., Thomas C. Brown Jr.
- 215 Lafayette, IN—Orval P. Powell.
- 218 Boston, MA—Annie Marie Coish (s), Francis J. Waleka.
- 220 Wallace, ID—Edward Lundén.
- 225 Atlanta, GA—Clinton Charles Guiton, Harold W. Caldwell, Jack Lee Womack, Jackson Vandean, James R. Hamilton Sr.
- 229 Glens Falls, NY—David A. Brightly Sr., Elmer J. Walkup.
- 230 Pittsburgh, PA—Joseph W. Stumpf.
- 232 Fort Wayne, IN—Earl K. Silkworth, Thomas E. Ainslie.
- 235 Riverside, CA—Charley John Simmons.
- 242 Chicago, IL—Edward John O'Brien, Frank W. Harker, Thomas F. Nelson.
- 244 Grand Jct., CO—J. Clarence Ritchey.
- 246 New York, NY—Aaron Alterman, Clara Zarnitsky (s).
- 247 Portland, OR—Clarence W. Hanson, Floyd E. Moberty, Hans P. Gaarde, James W. Johnson, Ludwig Gimm, Velma M. Toelle (s).
- 248 Toledo, OH—Floyd L. Snyder.
- 250 Lake Forest, IL—Charles D. Sircher, Patricia J. Siliano (s).
- 254 Cleveland, OH—Isidore Levinsky, Raymond J. Ragone, Robert H. Fritz.
- 255 Bloomington, IN—Ernest Thorn, Sigurd Olsen.
- 256 Savannah, GA—Ira M. Echols Jr.

Local Union, City

- 257 New York, NY—Ellef Evensen, Fernanda Ness (s), James Spinner, Karl Persson.
- 259 Jackson, TN—Marshall E. Stelbelton.
- 261 Scranton, PA—Bennie Marsala, Joseph I. Niezgoda.
- 262 San Jose, CA—Guido Mattucci, Hermine Theresa Lowe (s), Michael Entile, Thomas Dias.
- 264 Milwaukee, WI—Thomas M. Fiss.
- 265 Saugerties, NY—Leif Larsen.
- 268 Sharon, PA—Samuel S. Gardner, Walter M. Sumner.
- 269 Danville, IL—Clyde E. Carney, Kenneth A. Thornton.
- 272 Chicago Hgt., IL—Elmer U. Gehring, Richard C. Stachulak, William Rutledge.
- 275 Newton, MA—Aubrey A. Morash.
- 278 Watertown, NY—Loretta Hosmer (s), Millard Farmer.
- 280 Niagara Gen. & Vic., NY—Cecil C. Ferrell.
- 281 Binghamton, NY—Catherine H. Dence (s), Elmer Dence.
- 283 Augusta, GA—Laura M. Freeman (s), Nancy Hall Williams (s).
- 286 Great Falls, MT—Donald W. Harpole, Toralv Olson.
- 287 Harrisburg, PA—H. Ray Crysler, Paul O. Carbaugh.
- 292 Linton, IN—Franklin L. Byers.
- 296 Brooklyn, NY—Alfrida Olson (s), Arna Gerd Mathison (s), Mildred Ligu (s), Philomena K. Vespa (s), Sam Bolotnick, Vincent J. DeLello, Sr.
- 300 Ventura, CA—Edward Walter Pearson.
- 302 Huntington, WV—Michael P. Labus.
- 311 Joplin, MO—Harold S. Cates.
- 314 Madison, WI—Lawrence Wipperfurth, Ruth Sylvia Johnson (s).
- 316 San Jose, CA—Barbara E. Upton (s), Charles Oertel, Clarence F. Dickson, Dorothy W. Mandell (s), Harold H. Johnson, Jerry Vankomen, Johan Arnt Fosbeck, Kenneth D. Conrad, Leonard Churchill, Sam J. Sangiacomo, William Flitscher, William L. Kiefer.
- 317 Aberdeen, WA—Thomas W. Furth.
- 319 Roanoke, VA—Warren C. Meinel.
- 320 Augusta, ME—Alma C. West (s).
- 324 Waco, TX—J. B. Youngblood, Joe E. Marquez.
- 329 Oklahoma City, OK—R. H. Baker, Roger D. McGlasson, Ruth Irene Wangsgard (s).
- 333 New Kensington, PA—Frank L. Olczak.
- 334 Saginaw, MI—William F. Lewis.
- 335 Grand Rapids, MI—Martin R. Chapman.
- 338 Seattle, WA—Herbert E. Badams, Joseph Chedore.
- 342 Pawtucket, RI—Alfred Demers, Anthony Perry, Jean Pelouquin, Joseph Jolicoeur.
- 344 Waukesha, WI—Dolores A. Schmidt (s), Lawrence R. Ruder.
- 345 Memphis, TN—Eddie Car Coker, Roy W. Stockwell.
- 347 Mattoon, IL—Doris Bailey.
- 348 New York, NY—Adolphus King, Albert Hand, Eugene Wessbecker, Mary Barth (s), Pietro Montella.
- 355 Buffalo, NY—Clarence A. Slavinski, Raymond Zygmunt.
- 361 Duluth, MN—Carl Kirts.
- 363 Elgin, IL—Herbert Johnston.
- 369 N. Tonawanda, NY—Alton G. Miller.
- 370 Albany, NY—Antonina Puzulis (s), John E. Mielentz.
- 374 Buffalo, NY—Oscar Braaten.
- 377 Altou, IL—Orville L. Goff, Paul W. Burrows.
- 378 Edwardsville, IL—Dalisio Erspamer, Norris Ambuel.
- 384 Asheville, NC—Thelma J. Burgin (s).
- 388 Richmond, VA—Charles Wesley Little.
- 393 Camden, NJ—Joseph Denisky.
- 398 Lewiston, ID—Fred S. Dahl.
- 399 Phillipsburg, NJ—Andrew Orischak.
- 400 Omaha, NE—Gerald W. Jurgens, Joseph Faila, Louis V. Hanel.
- 407 Lewiston, ME—Wilmont W. Herrick.
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- 433 Belleville, IL—Alfred Mueller, Melvin Little, Raymond A. Crisio, Robert Eringer.
- 440 Buffalo, NY—Albert Baker, Sr., August Migge.
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- 454 Philadelphia, PA—Arthur G. Sorensen, Francis J. Gorman, Jr.
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- 465 Chester County, PA—Gordon R. Waterer, Isadore Mandell, William McFall.
- 470 Tacoma, WA—Alayne Wilbar (s), Charles C. Hudgins, Joseph J. Larkin, Joseph Martin.
- 472 Ashland, KY—Hazel A. Ison (s).
- 475 Ashland, MA—Ciro L. Arminio, William A. MacArthur.
- 476 Clarksburg, WV—Howard F. Claypool.
- 480 Freeburg, IL—Nick Strubhart, Sr.
- 483 San Francisco, CA—Julius Raak, Leach Jennings, Mell S. Barrett, Rodney W. Lund.
- 510 Berthoud, CO—Paul Walfred Parks.
- 512 Ann Arbor, MI—John N. Reid, Kenneth Neal.
- 515 Colorado Springs, CO—Les Wiggins.
- 522 Durham, NC—John T. Childs.
- 528 Washington, DC—Ludwig M. Malisky, Mildred J. McAleer (s), Robert L. Dalton.
- 531 New York, NY—Charles Gustafson, Collins Wilson, Michele Bagarella, William Gerstenlauer.
- 532 Elmira, NY—Kenneth E. Shirk.
- 541 Washington, PA—George M. Robinson.
- 550 Oakland, CA—Alexander Goldman.
- 558 Elmhurst, IL—Jerry A. Krause, John A. Wentling.

- 559 Paducah, KY—Quintin Delbert Johnson, Tyra A. Neftzger.
 562 Everett, WA—Ivan L. Rimstad, Juanita Lowe (s).
 563 Glendale, CA—Frank M. Sobiegar, Jacob L. So-
 rensen, Virginia F. Tramel (s).
 586 Sacramento, CA—Alvin A. Winsett, Byron T. Carter,
 Clinton F. Covert, Felix George Risse, Fredrick V.
 Carlson, Howard W. Smith, Rae I. Ciezadlo (s),
 Vernon L. Patten, Wallace M. Anderson.
 595 Lynn, MA—James J. Porter.
 596 St. Paul, MN—Gurland Harden, Maurine Dorothy
 Rush (s).
 599 Hammond, IN—Glenn Turner, Harold Donnelly,
 Ralph Beck, Rex Vaughn.
 600 Lehigh Valley, PA—Charles F. Kandi, Elwood Stal-
 mer, Frank G. Lindtner, Jr., John J. Unger, Sr.,
 Philip Haberle, Sr., Umberto P. Uliana.
 603 Ithaca, NY—Hannah G. Davis (s), Hugh Fred Boyer.
 604 Morgantown, WV—Glenn C. Ireland.
 606 VA Eveleth, MN—Lola D. Voce (s).
 608 New York, NY—James Keenan, Richard Warner.
 609 Idaho Falls, ID—Lester E. Nelson.
 610 Port Arthur, TX—Annie P. Ward (s), Charles R.
 Harrison, John W. Reel, Jr.
 613 Hampton Roads, VA—Andrew J. Filyaw, Sr., For-
 rest Jones, Jay Ferguson.
 620 Madison, NJ—Daniel Kerber, Emil Brombacher,
 Franklin Parkin, Helen Grimes (s).
 622 Waco, TX—Billy Joe Stinson, Harry A. Bush.
 623 Atlantic County, NJ—Atlantic Vallozza, Earl Green,
 Elizabeth D. Smith (s), Theodore H. English.
 624 Brockton, MA—Edward George Seablom.
 625 Manchester, NH—Joseph C. Labrie.
 626 Wilmington, DE—Frances G. Mannucci (s).
 627 Jacksonville, FL—Elba Delbert Bowen, Ethel L.
 Bedsole (s), Guy F. Johnson.
 634 Salem, IL—Henry Franke, Richard Schnake.
 636 Mt. Vernon, IL—James Rotramel.
 638 Marion, IL—Ernest T. Thomas, Lowell Wilson
 Jeter.
 639 Akron, OH—Andy R. Anderson, Herman H. Engle,
 Roy E. Pennock.
 642 Richmond, CA—Edward L. Wooley, George Bild-
 erback, Jack W. Harris, Joseph Milvert Matteucci,
 Margaret Wallace (s).
 644 Pekin, IL—Carolyn Katie Robbins (s), Walter V.
 Atherton, Sr.
 650 Pomeroy, OH—Augustine Clonch (s), Christopher
 C. Fisher.
 660 Springfield, OH—James K. Skelton.
 665 Amarillo, TX—Earnest E. Pricer, Jewell Jones (s),
 Robert M. Kilman, Jr., William Ben Collins.
 668 Palo Alto, CA—William K. Maki.
 675 Toronto, ON, CAN—Zarko Caleta.
 678 Dubuque, IA—John A. Reimer, Paul Brookover.
 696 Tampa, FL—Ernest W. Evans, Glenn F. Ellsworth,
 John Gasior, Joseph M. Keen, Martin Lien.
 698 Covington, KY—John E. Presser, Mary R. Joering
 (s).
 701 Fresno, CA—George M. Noricks, Ollie B. Sanders.
 704 Jackson, MI—Dale Benish, Gerald W. Mohr, John
 E. Ackerman.
 710 Long Beach, CA—Clarence H. Williams, Gustus R.
 Nichols.
 715 Elizabeth, NJ—Herbert Aulert, Matthew Gervase,
 Stephen Kerekgyarto.
 720 Baton Rouge, LA—Percy G. Hill.
 721 Los Angeles, CA—Duane Fleming, Frances Permelia
 Parursky (s), Lawrence W. Larson.
 739 Cincinnati, OH—Joseph Kramer.
 740 New York, NY—John Destefano, John F. Lynch.
 742 Decatur, IL—Helen F. Whennen (s), John K.
 McKinney.
 743 Bakersfield, CA—Arthur Lee McCombs, Ben Her-
 man Patz, Carl James Hicks, Louis Cameron Welch,
 Walter Franklin Thompson, William T. Coffey.
 745 Honolulu, HI—Francis Horcajo, Gregory Reynolds,
 Hidemi Sakaki, Mildred F. Nakamura (s), Wayne
 Hulén.
 751 Santa Rosa, CA—Edward George Howard.
 753 Beaumont, TX—Chester James Price, Dovey R.
 Oakes (s), Hollis R. Gillespie, Joe E. Ard, Luke
 Young, Nolton J. Foux.
 758 Indianapolis, IN—Robert O. Wesley.
 764 Shreveport, LA—Henry Thomas Nadchal, Monroe
 Joe Moore, Thomas Edward Owen, Wesley Lavelle
 McGaugh.
 769 Pasadena, CA—Evelyn L. Forrester (s).
 770 Yakima, WA—Arleigh R. Morrison, Bob Cotelos,
 Robert T. Carney.
 771 Watsonville, CA—Lee Gotcher.
 781 Princeton, NJ—John A. Brabson, Jr.
 783 Sioux Falls, SD—Harold M. Hartinson, Robert Wil-
 iam Wise.
 785 Cambridge, Ontario, CAN—George Emsley, George
 Stevens, Jerome Forwell.
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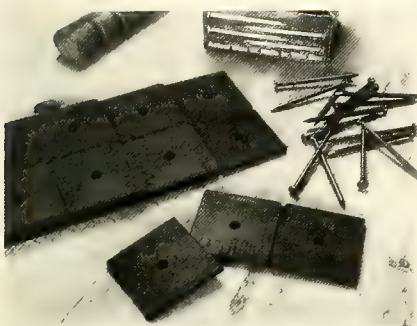
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Calculated Industries	35
Clarendon House	23
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Hydrolevel	39
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You're Your Brother's Keeper In Many Ways

*You're part of what's
going on in your union.*

During the past two months, more than a thousand of the United Brotherhood's full-time officers and business agents gathered with your General Officers and General Executive Board Members at four area leadership conferences to tally up our gains and our losses during the past few years and to be briefed on latest developments inside and outside of the union. (There's a report on these leadership seminars on Page 5, 6, and 7 of this issue.)

The theme of this series of meetings was: "Yes, you are your brother's keeper."

This theme has broad meaning. It means that a union carpenter is brother to, and supports, the union millwright. It means that the union piledriver works hand in glove with every other construction member of the UBC. It means that a union cabinetmaker will honor the picketline of a UBC industrial worker. In short, it means that we're all in this struggle for our own betterment and that all branches of the Brotherhood must share the hardships and police each other for the general good.

A UBC member ought to be able to go up to a fellow worker and say, "Here's my union card. Where's yours?"

We've taken on a lot of union responsi-

bilities in our century of organization. We led the fight for the eight-hour day. We showed the way to full union and industry mobilization during two World Wars, and we've been in the forefront of disaster relief, time after time.

This year we've added to our responsibilities a decision to help collect funds for the Diabetes Research Center in Florida, an institution which, I believe, will eventually unlock all the tragic secrets of this tragic disease. Diabetes is one of the major afflictions of mankind. There are 12 million victims in the United States alone. There are few Americans who do not know someone with the disease.

As it's reported elsewhere in this issue of *Carpenter*, we have kicked off our part of the Diabetes Research Institute fundraising campaign. We are working with the Sheet Metal Workers and with the Building and Construction Trades to raise \$8 million to \$10 million to build a new research center on the campus of the University of Miami at Miami, Florida. There was a recent dinner in Chicago, where much of the money went to the Diabetes Research Institute. Another one was held last month in Los Angeles, California, in conjunction with the biennial convention of the AFL-CIO.

Some funds were collected at our leadership seminars, and many local unions have sent in donations as a spontaneous response to my announcement of our plans, last summer. It is time for an appeal to each and every UBC member. If every member of our union gives only one dollar, that will add several hundred thousand dollars to the fund. If every union member among the affiliates of the AFL-CIO—the Plumbers, the Electricians, the Barbers, the Airline Pilots, and all the rest—gives just one dollar, we'd soon be over the top, with a few million left to ease the suffering of diabetes victims, or administer the research program until cures are found.

I am sure that some of you have a relative

who suffers from diabetes. The hardest thing to see is young people as I have seen . . .

- a girl, five years old, suffering from diabetes, who has gone into shock, and who has had several reversals,
- a young woman of 16 and blind and prays that one day they will have a cure for diabetes,
- a young man who has had a leg removed at the age of 26 because of diabetes,
- another blind young man who is stone blind from diabetes,
- a man who spends two days a week on a dialysis machine hoping for a cure to diabetes.

Those of you who have relatives or friends with diabetes have an idea of what I am talking about. My only personal connection with diabetes was my father-in-law, who suffered with diabetes, but not to the extent of amputation. He died of a stroke.

With all of these things in mind, I am appealing to each and everyone of you to give careful consideration to assisting these people in the Diabetes Research Institute.

A brief movie has been produced to explain what the Diabetes Research Institute is and to show what it is already doing in its limited facilities in Miami. I took a tour of the Institute a few months ago, and I can tell you that these are dedicated people and they are very optimistic about their work. They have already made significant gains in our knowledge of the disease. As we tell you elsewhere in this issue of *Carpenter*, they have successfully retarded the spread of diabetes in laboratory animals. They are building on the knowledge that the pancreas is the organ which controls or retards the growth of the disease and the body's ability to produce natural insulin. Although many elderly people develop diabetes, there are many young people affected, too.

Much of this is shown in the film about the Institute which has been produced. I tell about what I've seen in this film and about how much this fund-raising appeal means to all of us.

Each of our 10 district board members has videotapes of this brief movie, and they are making them available to every local union and council in their respective dis-

tricts. It is my hope that every local union in the Brotherhood will make a sincere effort to show this film to its membership in the months ahead. If your business agent attended one of our construction leadership seminars, he saw the Diabetes Institute movie. He knows that we are determined to carry the theme of our seminars—"we are our brother's keeper"—into our social welfare activities . . . in this case to campaign to bring help to the nation's 12 million diabetes victims.

We are prepared to list all donors to this campaign in future issues of *Carpenter*. I hope we find your name on that list of contributors in the near future.



Patrick J. Campbell
General President



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December 1985

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881



**AFL-CIO Conclave Predicts Resurgence
on Organizing and Bargaining Fronts**

SEE PAGE 2

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DECEMBER, 1985

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

IN THIS ISSUE

NEWS AND FEATURES

AFL-CIO Leaders See Resurgence in Organizing, Bargaining	2
Metal Trades Urge Quick Action for Shipping Industry	5
Union Label Trades, Maritime Trades Plan Future	6
Labor Builds a Better Tomorrow for Diabetics	7
Can Congress Reverse Industrial Decline?	9
Scaffolds and Shorings	10
Unemployment Comp: Time for an Overhaul	11
Bhopal Tragedy, One Year Later	12
Local, State, and Provincial History Projects	15
L-P Boycott Profile: New Jersey	17
Tool Collectors Come Through with Answers	18
Missing Children	18
Reclaiming Yesteryear's Nautical Treasures	19
Wooden Beam Identified by Readers	24
New Jersey Members Save Baby Skunk	29

DEPARTMENTS

Washington Report	8
Ottawa Report	14
Labor News Roundup	16
Local Union News	20
We Congratulate	23
Apprenticeship and Training	25
Plane Gossip	28
Consumer Clipboard: Shirt Prices, Aerosol Sprays	31
Retirees' Notebook	32
Service to the Brotherhood	33
In Memoriam	37
What's New?	39
President's Message	40

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THE COVER

The symbols of Christmas and the Yuletide holidays are many—Christmas trees and fruitcake and mistletoe and poinsettias and turkeys and toys and Christmas pies and cookies.

One of the most joyous symbols is the bell. Pealing from a lantern-lit church steeple on a dark winter's night, bells sing of hope eternal . . . of renewed life in an uncertain world.

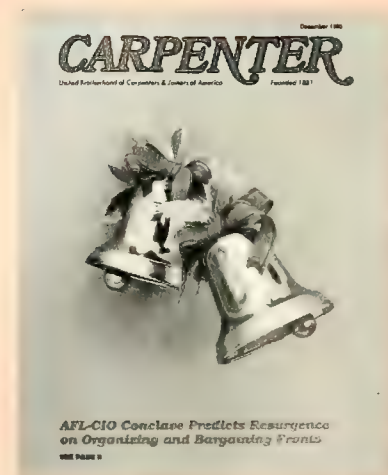
Tied together, as on our December cover, with the red and green ribbons of the Yuletide season, tiny bells decorate gifts and festive households across the land.

Bells and festivals go back to the early days of civilization. In the Book of Exodus, Chapter 28, the garments of the Jewish high priest, Aaron, are described as being decorated with "bells of gold" between the folds and "roundabout." It is recorded that an early Catholic pope, Sabinianus, first used church bells in the year 604 AD. The earliest Latin word for a bell, "campana," is late Latin of the 4th and 5th Century AD.

In time, there were campaniles (free-standing bell towers) and carillons (sets of fixed bells sounded by hammers controlled by keyboards) and traditional bell towers in countless churches to sing out the notes of "Silent Night, Holy Night," and other time-honored hymns of the holidays . . . and all instilled for the "glory to God in the highest, and on earth peace, good will toward men."

—Photograph from H. Armstrong Roberts, Inc.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



AFL-CIO President Lane Kirkland, right, told convention delegates that trade unionists are determined to defend their principles in today's uncertain world. The United Brotherhood delegation to the Federation convention, shown below, included, from left, General President Patrick J. Campbell, General Treasurer Wayne Pierce, First General Vice President Sigurd Lucassen, Second General Vice President Anthony Ochocki, General Secretary John S. Rogers, General President Emeritus William Sidell (guest), Board Member George Walsh, Milan Marsh (representing the Ohio State Federation), and Board Member Joseph Lia. Additional delegates and UBC leaders representing other groups are shown at lower right . . .



. . . Others at the long UBC delegates' table included, from left, George Vest Jr., Chicago District Council; Representative Tom Hanahan; Board Members John Caruthers, H. Paul Johnson, Eugene Shoenigh, Dean Sooter, and M. B. Bryant; and William Perry, secretary, Orange County, Calif., District Council.

AFL-CIO Leaders See Resurgence On Organizing, Bargaining Fronts

'Workers Still Reel From the Effects of the Reagan Recession'

The new ideas and fresh approaches now percolating through the labor movement are already producing results on the organizing and bargaining front, the AFL-CIO Executive Council declared in its report to the federation's 16th convention in Anaheim, Calif., October 27-November 1.

AFL-CIO President Lane Kirkland, in his section of the report, said that working people "have endured and still reel from the effects of the devastating Reagan Recession, and unemployment remains inexcusably high."

Yet, Kirkland said, the prevailing mood he and Secretary-Treasurer Thomas Donahue found in meeting with thousands of trade unionists in 29 states during the past five years "has not been despair or hopelessness, but rather a determination to defend the principles" of the labor movement.

The council's report said that, over the 24-month period since the 1983 convention, the AFL-CIO's 96 affiliates paid average monthly per capita taxes for 13.1 million members. Membership over calendar 1983 averaged 13 million,

rose to 13.2 million in 1984, and is expected to show a further increase in 1985, the council said.

On the legislative front, Kirkland said the tide is turning on Capitol Hill, with President Reagan facing "a far less compliant and cowed Congress than after his first election."

"Clearly, many members of Congress have seen that Reagan policies have succeeded in producing little but the largest federal budget deficits in any nation's history, the highest trade deficits ever recorded by any nation, and

the first increase in the number of poor American adults and children in over 20 years," Kirkland said.

Kirkland assailed the Administration's "mythical free trade policy" which confronts American workers with the choice of drastic cutbacks in pay and benefits or the loss of their jobs, or both. He said labor insists on a fair trade policy that deals constructively with the real world.

Kirkland also said the AFL-CIO supports tax and budget plans which benefit all Americans and "staunchly opposes" Reagan's policies that reward the rich at the expense of workers.

In other areas, the 353-page report of the AFL-CIO Executive Council dealt with organizing, bargaining, pension funds, the national economy, worker protective labor standards, job safety and health, jobless pay and workers' compensation, Social Security, health care, welfare programs, education, civil rights, and international affairs.

Some 800 delegates from the Federation's 95 affiliates acted upon a wide range of resolutions and heard addresses from several public officials. The 13-member UBC delegation was headed by General President Patrick J. Campbell. General Executive Board Member John Pruitt was unable to attend because of illness.

The Brotherhood was also represented at each of the departmental conventions. Second General Vice President Anthony Ochocki headed the UBC delegation to the Metal Trades Convention. With him were Roger T. Dawley of Local 1302, Groton, Conn., Thomas C. Ober of the South Jersey District Council, and Michael T. Fahey of Local 611, Portland, Ore.

Officially representing the Brotherhood at the Union Label and Service Trades Department Convention were First General Vice President Sigurd Lucassen; Andris J. Silins of the Boston, Mass., District Council; Michael Balen of the Milwaukee, Wis., District Council; Russell Donino, Local 851, Anoka, Minn.; and Anthony Ramos, California State Council.

Among the major actions taken by the convention were the following:

- **prevailing wage laws still essential to workers**

A broad array of federal programs enacted over the years to safeguard the rights of workers should remain in place and, where necessary, be improved to guarantee both jobs and purchasing power, delegates to the AFL-CIO convention said.

"The protections American workers have possessed for decades under the Davis-Bacon Act, Service Contract Act, Walsh-Healey Act, and Fair Labor Standards Act should be restored" by Congress and the Administration, delegates agreed.



AFL and CIO Merged 30 Years Ago

The merger of the American Federation of Labor and the Congress of Industrial Organizations on December 5, 1955, united unions representing some 16 million workers—over 85% of the membership claimed by all U.S. unions.

The first convention elected AFL President George Meany to lead the new organization and William F. Schnitzler of the Bakery Workers as secretary-treasurer.

Meany and CIO President Walter P. Reuther, shown above, led the negotiations leading to the merger, ending a 20-year split in labor's ranks. It is said that the futile effort to agree on a new name was resolved after labor attorney Arthur Goldberg, later to become a Supreme Court justice, noticed on a newstand that a local newspaper merger led to the name. *The Washington Post & Times-Herald*. Why not the same for labor, he thought, and it happened.

- **strong rules urged to save pension plans**

The convention sharply criticized both the Administration and Congress for failing to come to grips with "a wide range of important pension issues essential to improving the retirement income protection" of workers in the private and public sectors.

Delegates scorned the growing management trend toward terminating so-called "overfunded" pension plans to recapture, "for the employers' exclusive benefit," what corporations claim are "excess assets."

Congressional action is needed to halt this practice of "diverting pension fund assets to corporate purposes," a convention resolution said, because it is placing "the retirement security of thousands of Americans in jeopardy."

- **workers need greater role in pension fund investments**

Pension fund assets exceed \$600 billion and represent the "largest pool of capital in

the U.S. economy today," the convention declared, as it called for an enlarged labor role in the management of these funds.

"The prudent investment of pension funds to better the life of the nation's workers is not only proper, it is essential," delegates asserted. "The pension plans covering union members have originated almost exclusively through the collective bargaining process and represent capital generated by the labor of working people."

Not all of this deferred compensation is "invested in ways that will benefit our members," the convention said, largely because most AFL-CIO unions do not have a voice in the investment decisions.

- **effective consumer protection needed more than ever**

Consumers have a right to honest and adequate information about the products they purchase, the AFL-CIO said.

The convention's consumer rights resolution called also for fair terms of credit and insurance contracts, protection against unfair monopoly pricing, and both safeguards and redress against dangerous and defective products.

- **labor's grass-roots lobbyists are praised**

Involving union members as grass-roots lobbyists is the best way to make labor's voice heard in Congress and in the legislatures, the AFL-CIO said.

A convention resolution praised the Legislative Action Committee network that has been set up in a number of congressional districts and urged its expansion.

"The continuing success of this program demands the fullest cooperation of the state and local central bodies and their local union affiliates," the resolution urged.

- **delegates press for cleanup of nation's toxic waste sites**

Environmental legislation to prevent chemical accidents, increase funding for toxic waste dump cleanup and construction of wastewater treatment plants, and provide strict enforcement of existing regulations was urged in a series of convention resolutions.

Delegates also called on the Environmental Protection Agency to issue regulations on asbestos that require inspection of all public or commercial buildings and abatement of hazardous asbestos situations. In the absence of EPA action, Congress should consider legislation on asbestos, the AFL-CIO said.

Congress should continue to appropriate money for grants or loans to school systems to aid in asbestos abatement efforts, and state governments were encouraged to continue their efforts at requiring inspections and abatement of asbestos hazards in buildings.

● **erosion of America's industrial base leaves many deficits**

The Reagan Administration's "unfair, anti-worker, anti-union, pro-business, anti-people economic and social policies," were strongly condemned by the AFL-CIO convention as it called for policies to rebuild America's eroding industrial base.

The Administration's "economic and social mismanagement" has created "four key deficits"—in jobs, fairness, the federal budget and trade—delegates said. They pledged labor's commitment to improve the health and diversity of the American economy, assure expanded job opportunities, and strengthen social justice.

● **congress urged to pass curbs on lie detectors**

Legislation to bar employers from using so-called lie detectors received a strong convention endorsement.

Polygraph devices, the resolution noted, have been used to intimidate workers and to pry into their personal life and union sympathies.

The convention urged Congress to act promptly on a bill by Rep. Pat Williams (D-Mont.) that was recently approved by the House Education and Labor Committee.

● **curbs sought on evasion of pre-hire pacts by contractors**

Legislation to curb double-breasted tactics of construction contractors was given a strong endorsement at the AFL-CIO convention.

The labor-backed bill is aimed at contractors who sign standard pre-hire union agreements but then set up non-union subsidiaries that pay lower wages, provide inferior benefits, and disregard labor standards.

As approved by the House Education and Labor Committee last summer, it specifies

that a pre-hire agreement will be binding on all of an employer's operations unless workers vote to decertify a union. Rep. William L. Clay (D-Mo.) is a principal sponsor.

Its enactment is essential to preserve the collective bargaining structure of the construction industry, the resolution declared.

With the approval of the National Labor Relations Board, the resolution noted, double-breasted contractors have been able to avoid their collective bargaining obligations and deprive workers of their rights.

● **congress asked to bar banks from insurance**

Legislation is needed to prohibit banks from underwriting and selling insurance, the convention declared.

Citing the potential loss of jobs through the undercutting of the existing insurance agent system, the convention voiced support for legislation to close the "South Dakota loophole," where the state permits its state-chartered banks to engage in financial activities that are forbidden under current federal law.

If the loophole is not closed, the resolution warned, there could be "severe losses of income, and even unemployment, for employees in the insurance industry" and consumers would be deprived of the personal advice and assistance of agents.

● **health cuts hit, cost curbs are urged**

While a comprehensive national health care program remains the AFL-CIO's goal, the federation will continue to press for immediate action to control costs and fight cutbacks in existing health services.

The AFL-CIO cited high health care costs, diminishing access to care, and uneven quality as firm evidence of the need for a universal health care system. It urged resistance to health care takeaways at the bargaining table, and urged unions to develop improved

plans that reduce costs while preserving benefits.

The convention resolution examined the nation's skyrocketing health care bill, noting that more than \$1 billion a day is spent on health care in the United States. Public health care programs, including Medicare and Medicaid, consume 12% of the federal budget, while the cost of private benefit plans doubles every five years, leading to rapidly increasing premium demands from insurers.

● **soaring trade deficit poses new job threat**

With the national economy reeling under the impact of cutthroat foreign competition, the AFL-CIO reaffirmed labor's call for a strong trade policy that would promote "full employment and rising living standards."

Rejecting the Reagan Administration's "free-trade" theory, convention delegates voted unanimous approval of a resolution calling for immediate, coordinated action to "reverse the disastrous decline" in America's trade balance.

The convention acted as the Commerce Department was announcing a surge in imports that drove the U.S. trade deficit to an all-time one-month high of \$15.5 billion in September.

At the same time, the government adjusted upward the trade deficit figures it had announced in the two previous months. For August, the department said, the deficit was \$12.9 billion instead of the previously announced \$9.9 billion, while the corrected July figure was \$13.6 billion instead of \$10.5 billion as announced earlier.

● **political endorsement process gets new mandate**

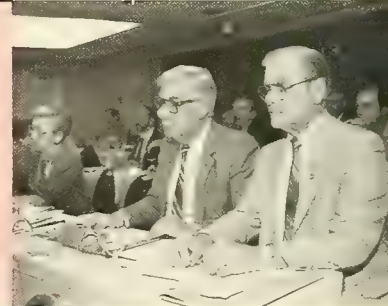
The AFL-CIO will consider an early endorsement of a presidential candidate before the 1988 primary season gets under way, seeking a consensus within the trade union movement based on the desires of union members across the country.



Delegates to the Maritime Trades Convention in session, from left, are General President Campbell, Terrence Bodewes of the Buffalo, N.Y. District Council, General Treasurer Pierce, Board Member Johnson, Doug Banes of the Northwest Illinois District Council, D. P. Laborde Sr. of the New Orleans District Council, and Board Member Lia.



Missouri's Lt. Gov. Harriett Woods, a guest speaker, above, with President Campbell and Board Member Dean Sooter. At upper right, Second General Vice President Anthony Ochocki, center, at a convention luncheon. At lower right, Carpenter Editor John Rogers with the IBEW Journal's Managing Editor Robert W. McAlwee at the convention of the International Labor Communications Association.



The Metal Trades, assembled at Anaheim, Calif., for their 62nd biennial convention, deplored the small amount of domestic commerce carried by U.S.-flag merchant ships.



Metal Trades Urge Quick Action To Save Ailing Ship Industry

Cooperative effort of Metal Trades and Maritime Trades urged

Delegates to the 62nd convention of the AFL-CIO Metal Trades Department in Anaheim, Calif., called for a reversal of Reagan Administration policy and legislation to "save the ailing shipyard industry."

MTD President Paul Burnsky told the convention that since 1980, the nation's merchant marine has fallen from 500 ships to 400, and the amount of domestic commerce carried by U.S.-flag ships has fallen from 5% to 3%.

Burnsky said a confidential federal report said that the U.S. maritime industry has fallen below the "minimum level of skilled manpower, engineering, management, and component manufacturing capability needed to maintain a marine industrial base or to serve our country in a national emergency."

AFL-CIO Secretary-Treasurer Thomas R. Donahue told convention delegates that budget and trade deficits and the overvaluation of the dollar, which makes it cheaper to build and crew ships abroad, are the "natural, predictable result of a trade policy, an industrial policy, and a monetary policy devised and carried out by the Reagan Administration."

Seafarers President Frank Drozak, who heads the AFL-CIO Maritime Trades Department, urged a cooperative effort between the two departments to press Congress and the Administration for a national maritime policy.

"We do not now have a maritime policy, nor do we have a positive national commitment to putting more car-

goes on U.S.-built, U.S.-flag vessels," Drozak said.

The convention passed resolutions calling for the passage of laws requiring a minimum of 20% of domestic cargo be carried on U.S.-flag ships. Delegates also called for MTD members to step up organizing efforts through the department's Organizing, Political Action, and Legislation" (OPAL) program.

As part of the OPAL program, the delegates called for MTD members to become more involved in organizing, that targets be more carefully selected, and that unions experiment with more effective techniques.

Rep. Glenn M. Anderson (D-Calif.) called the status of the nation's merchant marine and shipbuilding industries "deplorable." He warned that America is at a crossroads "where we either have to act quickly or face the severe and irreparable decline of our maritime industries and our shipbuilding capacity."

M. Lee Rice, president of the Shipbuilders Council of America, told the delegates the primary questions for the nation are "whether we will accept the path down which the present maritime policy is taking the nation, and will we accept the major decline in our nation's security which inevitably results? The answers must be 'No.'" There has been a "major reduction in the overall capability of the industry and in the facilities available to it," he said.

In other resolutions, the convention

voiced opposition to: taxation of worker benefits, contracting out of federal work, cutbacks in the railroad retirement system, amendments to the Hobbs Act that would allow federal intervention in labor disputes, and permitting foreign-built vessels to fly the U.S. flag under the Jones Act.

Delegates expressed support for the Phelps-Dodge strikers and for efforts to prevent repeal of the Davis-Bacon Act. They urged passage of legislation to eliminate double-breasting in the construction industry and condemned South Africa's system of apartheid, suggesting compulsory disinvestment there by multinational corporations, a ban on investments and on the sale of the Kruggerand.



Clarence Briggs of California, a retired representative of the United Brotherhood and head of the San Francisco Bay Area Metal Trades, presented a report to the convention. Last month, he received special recognition from the UBC General Executive Board, for his post-retirement activities with organized labor.



Label Trades President James E. Hatfield, president of the Glass, Pottery and Plastic Workers, told delegates that America's trade crisis "won't be solved by wage cutting, union bashing, or presidential rhetoric."

'Free Trade' Called Bad Joke on American Workers at Label Trades Convention

The impact of imports on American workers' jobs and the challenge of educating U.S. consumers to "Buy American/Buy Union" were the focus of the AFL-CIO Union Label and Service Trades Department convention in Anaheim, Calif.

Key resolutions noted the need to develop a national policy on "fair trade" rather than an unworkable concept of "free trade." The convention stressed the key role of union workers in the marketplace, especially in supporting boycotts.

AFL-CIO Secretary-Treasure Thomas R. Donahue told the delegates, "Talking here about imports and about America's trade problems is surely like talking to those already saved in church. You are in the trenches of that fight everyday."

In his convention speech, Donahue stressed that "a flood of imports continues to drive American-made goods from our own marketplace, draining our jobs and destroying communities. Those imports, most often produced under appalling working and living conditions, are afflicting many of our industries."

He assured the delegates that "in the real world, free trade is a bad joke. There is no



First General Vice President Sigurd Lucassen delivered the report of the resolutions committee at the Union Label and Service Trades Convention.

such thing as free trade. I think more and more people clearly have come to realize that we have to stop the destruction of our industries and renounce whatever faith people have had in some imaginary free trade system."

The "attitude in the nation is changing as more and more people are becoming aware of the problems we are facing," Secretary-Treasure John E. Mara of the AFL-CIO Union Label and Service Trades Department said. "They are becoming aware of the impact of imports on jobs."

The interest in "buy American" has grown, Mara noted, and if "we can convince American consumers to 'buy union,' then they'll know that it was made in America. That's the challenge before us."

U.S. Flag Merchant Fleet Suffers Decades of Neglect, Maritime Trades Told

Decades of neglect that have ravaged the American-flag merchant fleet can and must be reversed, the AFL-CIO Maritime Trades Department insisted.

That was the theme of MTD President Frank Drozak's opening remarks to the department's biennial convention in Anaheim, Calif. And it was the thrust of many of the resolutions that were proposed, discussed, and voted on by delegates from 43 affiliated unions and from Port Maritime Councils across the country.

Drozak, who is also president of the Seafarers, acknowledged the "rough times" that have overtaken the maritime industry and eroded much of the nation's industrial base. He had sharp words for the anti-labor tilt of the Reagan Administration and for its unconcern about "jobs shipped overseas."

But Drozak told the delegates he was enormously encouraged by the recent 245-179 vote in the House rejecting an attempt to scuttle the cargo preference law through an amendment to the farm bill. As the maritime-linked unions see it, the already decimated merchant fleet would be sunk entirely without the requirement that half of

all government-generated cargo be transported in American vessels.

A comprehensive maritime policy resolution adopted by the delegates noted that only 6% of U.S. ocean trade is carried in ships flying the American flag.

The essential first step, the MTD convention urged, is "a national policy which generates cargo for the U.S. merchant marine." An assurance of a fair share of cargo, the resolution suggested, will generate the investment needed to build new ships in U.S. yards and encourage the training of crews in the latest maritime techniques.

The Jones Act, reserving coastal shipping for American vessels, remains "a fundamental component of maritime policy," the convention said, and should be expanded to include all marine operations within a 200-mile zone.

Such an extension, it noted, "would require the use of only U.S.-built and manned drilling rigs, platforms, offshore boats, dredges, and offshore mining equipment."

Another section of the policy resolution called for development of the nation's marine resources, including minerals from the sea bed and thermal energy.

Shipbuilding, offshore construction, and mineral extraction programs should follow "a buy-American philosophy which will keep American dollars circulating in the American economy and employ American workers," the MTD advocated.

Another convention resolution dealt with the "flags of convenience" that allow ship-owners to register their vessels in nonmar-

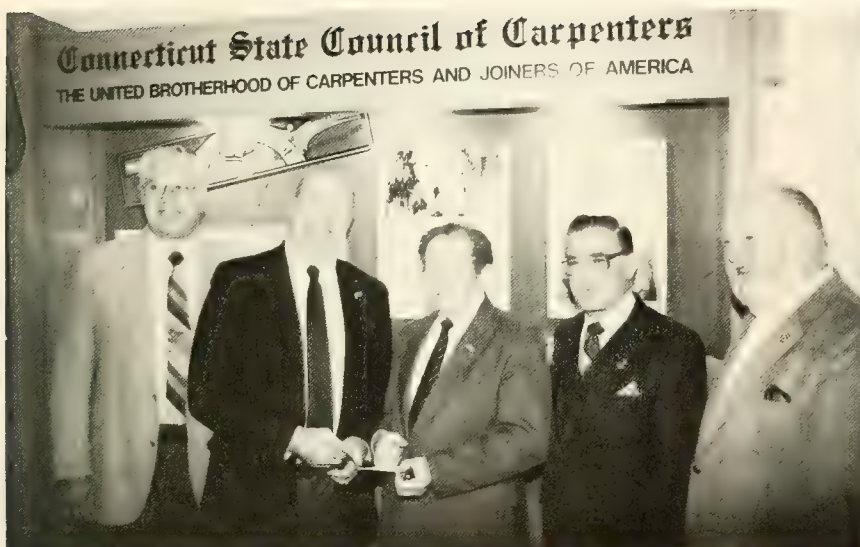


General President Patrick Campbell confers with MTD Executive Secretary-Treasurer Jean Ingrao. MTD President Frank Drozak is at left.

itime countries in order to escape their own nation's labor and safety standards.

Two years ago, the resolution noted, the MTD urged participation by the United States in sessions of the United Nations Conference on Trade and Development seeking to phase out "flags of convenience" ship registries and require a genuine link between vessels and the flags they fly.

But "regrettably and incredibly," the convention said, the United States has joined with nations that profit from providing flags to runaway ships. As a result, the current draft of an international agreement would actually increase the opportunity for "runaway ship havens," and should be rejected, the MTD said.



UBC members in the State of Connecticut recently contributed \$8,999.99 to the "Blueprint for Cure" (Diabetes Research Institute) Campaign. They left it to someone else to add a penny and make it \$9,000. Their goal was \$1 per member, and they surpassed it. Shown accepting the check for the institute is General President Patrick J. Campbell, center. With him at the recent Connecticut State Council convention are Council Sec. Treas. David Saldibar, President John Cunningham, First District Board Member Joseph Lia, and State Vice President Francis McDonald.

Labor Builds a Better Tomorrow for Diabetics

Diabetes is not contagious, but generosity apparently is—at least between building trades workers around the country. What started as a few isolated contributions to medical research has grown into an organized movement by labor to raise enough money to build a new world center for diabetes research.

"Blueprint for Cure," labor's multimillion dollar campaign to build a new Diabetes Research Institute at the University of Miami, Fla., is being spearheaded by the Building and Construction Trades Department, AFL-CIO, on behalf of all organized labor.

A successful fundraising dinner to kick off the campaign was held in Chicago, Ill., during the BCTD biennial convention last August. Another dinner was held on October 29 in Los Angeles, Calif. The AFL-CIO biennial convention was held in Anaheim during the same week and labor leaders from around the country gave their support to this worthy cause by attending this fundraising event.

The dinner honored William R. Robertson, executive secretary-treasurer of the Los Angeles County AFL-CIO.

While the major events of "Blueprint for Cure" bring welcome media attention to this worthy cause, the success of the program depends upon the same foundation upon which organized labor is based—grass roots support.

And so far, local labor unions are certainly providing a strong backbone for this campaign. Many individual unions have set up their own fundraising committees, held local fundraising events, and reached out to area residents and businesses for support. Some unions have set up check-off systems where their members or employers contribute a fixed amount for every hour, day, or month that is worked.

According to BCTD President Robert A. Georgine, who is co-chair of the campaign along with Carpenters' President Patrick Campbell, and Sheet Metal Workers' President Ed Carlough Jr., "Blueprint for Cure" is the largest public service project ever undertaken by organized labor."

"What is so special about 'Blueprint for Cure' is that it's a coordinated effort between all these unions. It gives us an opportunity to show people all over the country that organized labor cares about more than their own jobs. We care about people," Georgine added.

Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Helping Teenagers Manage Diabetes

BY PHILLIP L. POLAKOFF, M.D.

Director, Western Institute for Occupational/Environmental Sciences

Diabetes is a unique disease because almost all of the treatment falls on the patient and, particularly in the case of teenagers and younger children, the family.

The patient must treat himself several times a day for the rest of his life. This is a formidable challenge at any age. For a teenager with diabetes—faced with all the other problems of growing up—it may seem almost overwhelming.

Found in one out of every 500 to 600 high school students, diabetes produces "devastating" results in middle age, says Julio V. Santiago, pediatrics professor and associate director of Washington University's Diabetes Research and Training Center in St. Louis.

Diabetes is the second leading cause of blindness, a major cause of kidney failure, and the third leading cause of death.

Since treatment is so largely self-administered, the patient's behavior seems to influence the outcome of the disease. The patient who takes very poor control of his life seems to have more complications, the Washington University childhood expert observes.

Adolescence comes replete with its own special sets of problems—testing independence while wanting to remain dependent, turning to friends in one's own age group and yet expecting parents to stand by—so it's a particularly treacherous period.

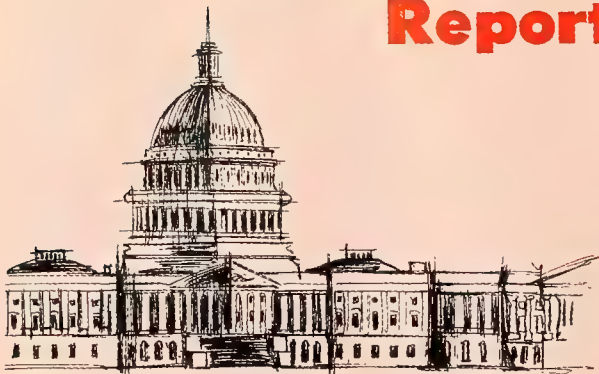
Good diabetic management is crucial, Santiago says. "If a diabetic child does not take care of himself, he can die immediately, not

Continued on Page 22

Recent Contributors to 'Blueprint for Cure'

Connecticut State Council
Francis M. Lamph
Frank H. Lopez
John O. Newland
Ted Kramer
Eugene V. Merkel
Local 190-L
Local Union 300
Local Union 469
Local Union 1093
Local Union 1421
Local Union 1544
Local Union 1564
Local Union 1752
Local Union 2006
Local Union 2205
Rhode Island District Council
Twin City District Council delegates
Florida Conference of Carpenters Business Agents
Leonard Grimme
Carmine D. Terracciano
Philadelphia Chapter of Unico National Inc.
Wives of officers and delegates to Illinois State Convention
Local Union 1526
Local Union 235
Local Union 316
Local Union 1024

Washington Report



MOTHERS IN WORK FORCE

Mothers whose young children are not old enough to attend regular school continue to participate in the labor force in record numbers, the U.S. Department of Labor's Bureau of Labor Statistics reports.

The total number of mothers in the labor force with children under the age of 6 rose by nearly 200,000 over the year to reach 8.2 million in March, 1985. Half of all mothers of children under 3 were in the labor force—up from one-third in 1975. For those whose youngest child was 3 to 5, the proportion was 60%, up from 45% a decade earlier.

Another 8 million mothers, or 70% of those whose youngest child was between the ages of 6 and 13, were also in the labor force. Many children of these ages require some form of care before or after school in their mothers' absence.

PLANT-CLOSING TASK FORCE

Secretary of Labor William E. Brock has announced the creation of a special task force—including officials of several unions—to examine the issue of plant closings and evaluate programs and policies to deal with the problem.

Members on the task force from labor are: Leon Lynch, vice president United Steelworkers; Howard Samuel, president, AFL-CIO Industrial Union Department; Joyce Miller, vice president, Amalgamated Clothing and Textile Workers; Don Ephlin, vice president, United Automobile Workers; Jay Foreman, executive vice president, United Food and Commercial Workers; and Tom Hickman, director, Manufacturing Department, International Brotherhood of Electrical Workers.

The 21-member Task Force on Economic Adjustment and Worker Dislocation will be chaired by Malcolm Lovell, director of George Washington University's Industrial Relations Institute and a former under secretary of labor.

The task force is expected to complete its work by December 1986 and will report its findings directly to Secretary Brock.

UNEMPLOYMENT IN 31 STATES

Thirty-one states reported unemployment rates of 6% or higher in August, the Labor Department's Bureau of Labor Statistics reported.

Eight states and the District of Columbia reported jobless rates over 8%. Three states remained locked in double-digit unemployment—West Virginia, with 12.4%; Louisiana, with 11.1%; and Mississippi, with 10.5%.

New Hampshire, with 3.4% unemployed, and Massachusetts, with 3.7% unemployed, had the lowest rates in August.

August jobless rates were below those of a year earlier in half the states. Unemployment rose one percentage point or more in Arizona, Delaware, Georgia, Louisiana, Nebraska, New Mexico, Texas, and Wyoming.

Unemployment rates fell one percentage point or more over the year in eight states. Alabama, Pennsylvania, New Jersey, Washington state, and New York had the largest decreases.

CONCRETE COMMENTS

The U.S. Labor Department's Occupational Safety and Health Administration has extended the comment period from November 16 until December 16 on its proposal to simplify and update standards on concrete and masonry construction.

The agency also added another issue to the list of those on which it is seeking comment: the advantages and disadvantages of various methods of testing forms supporting concrete. In addition, OSHA made certain corrections to the proposal announcement published in the September 16 Federal Register.

HOLOCAUST MUSEUM GIFT

The AFL-CIO has contributed \$10,000 toward the construction of a holocaust memorial for the six million Jews and other victims who perished in Nazi concentration camps before and during World War II.

The museum, which will cost \$100 million, will be built with funds from private donations on federal land, one block from the Mall in Washington. When it is completed in 1988, it will be the first national holocaust memorial outside Israel.

NATION'S POTHOLE CAPITAL

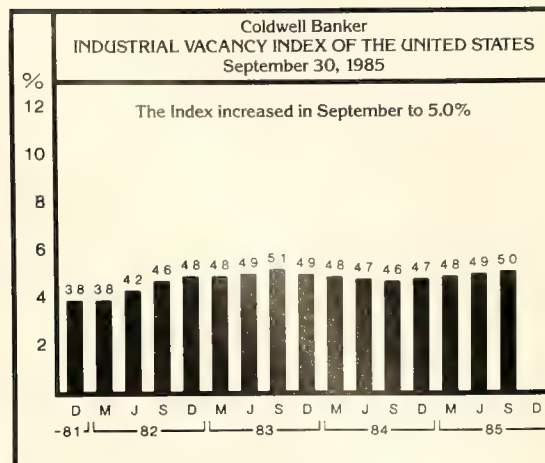
Washington, D.C., averages a jarring 121 potholes per mile (PPM), according to The Road Information Program. In contrast, the State of New York averages 19.6 ppm, and California only 6 ppm. For tire dealers, the 49 million potholes in the U.S. represent big bucks. One source calculates that potholes cost the average American motorist about \$187 per year in tire costs and other damages.

NOW IT'S SWEATER IMPORTS

It's not only the American auto and textile industries that are hard hit by the flood of cheap-labor imports. Now it's sweater making. Imports of sweaters have soared 70% during this year alone, throwing thousands out of work and resulting in demands for import restrictions.



This month, the U.S. Department of Labor reports high unemployment in 31 states. (See Washington Report.) Much of this joblessness is due to plant closings and the transfer of jobs overseas. Scenes like the one above in Wheeling, West Va., showing jobless workers in food distribution lines, are repeated in many areas of North America. Labor community service volunteers are kept busy distributing food and clothing to the destitute.



The U.S. Industrial Vacancy Index, which records idle manufacturing plants, inched upward in September for the fourth consecutive quarter, climbing to 5.0%. This is the highest the plant vacancy rate has risen since a peak of 5.1% in September 1983. Note the steady increase in the number of vacant plants since 1981, when the Reagan Administration took over.

Can Congress Reverse Industrial Decline?

How Long Must We Wait for Action on Plant Closings?

The recent Farm Aid benefit concert in Champaign, Ill., focused the nation's attention on the plight of the family farmer, some 40,000 of whom have gone out of business in the past two years alone.

The condition of the nation's manufacturing sector is no less critical, a situation which the past three years of "recovery" is no longer able to mask. The public at large has awakened to the crisis of industrial decline and is demanding government action, beginning with unfair trade practices.

A description of what has been happening to U.S. industries, workers, and communities can be found in a recent report by the Full Employment Action Council and the AFL-CIO Industrial Union Department.

"Despite improvements in the overall unemployment rate since the depths of 1982 recession, many of America's basic industries are in worse condition today than they were at the end of the last decade," the report states. "The erosion of the nation's industrial base has marked the 1980s as an era of abandoned plants, lost jobs, diminished earnings, depressed communities, and shattered dreams," it continues.

Employment in manufacturing, the

report notes, is now 1.7 million below what it was in 1979. Thirty-five states have failed to recover the jobs lost in manufacturing in the past five years, the report notes.

Since 1979, more than 11 million workers have lost their jobs due to plant closings, slack work, or new technology. About one in four of these displaced workers remained jobless even after five years and one in seven dropped out of the labor force. Of those back at work, 45% are earning less than they did before, the report says.

Regarding specific industries, these are among the report's findings:

- In the automobile industry, employment declined about 28%, or by 218,429 fewer jobs, between its 1978 peak and May 1985.

- In Michigan, over 100,000 autoworkers were laid off between 1979 and 1982. Of those surveyed in the summer of 1984, 30% had not been recalled. Among those still on layoff, 47% had found new jobs; 43% were still unemployed or working part-time; and over 9% had given up looking.

- In farm equipment manufacturing, employment declined 53% from its peak in 1979 and April 1985. This represented a loss of 62,000 jobs.

- In the basic steel industry, employment plummeted from 418,300 in 1979 to 187,100 in June 1985.

Since 1974, at least three steel companies went bankrupt, resulting in the shutdown of some 200 steel plants. In 1984 alone, Bethlehem Steel closed its Lackawanna plant, causing 7,000 layoffs, and U.S. Steel closed 71 facilities with 15,000 workers.

- In copper mining, smelting, and refining, employment fell from 44,000 in 1979 to about the current 20,000. About 50% of the nation's copper mines were closed between 1981 and 1984.

- In the electrical and electronics industries, the jobless rate is 86% higher than it was in 1979. Production jobs fell by 183,600 between May 1979 and May 1983.

Employment for production workers manufacturing telephone and telegraph equipment declined by over 23% from January 1979 to January 1984.

Since the telephone system breakup in 1984, employment in the telecommunications industry has fallen by 11%. More than 40,000 people have lost jobs in the Bell System and AT&T alone.

- Since 1979, 420 textile plants have

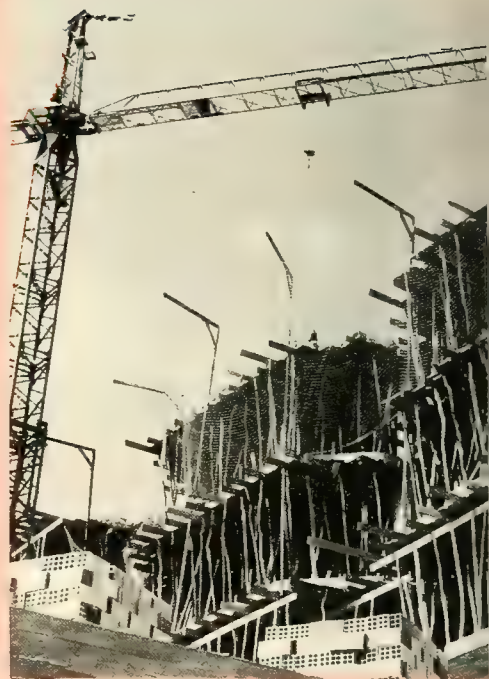
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Scaffolds and Shorings

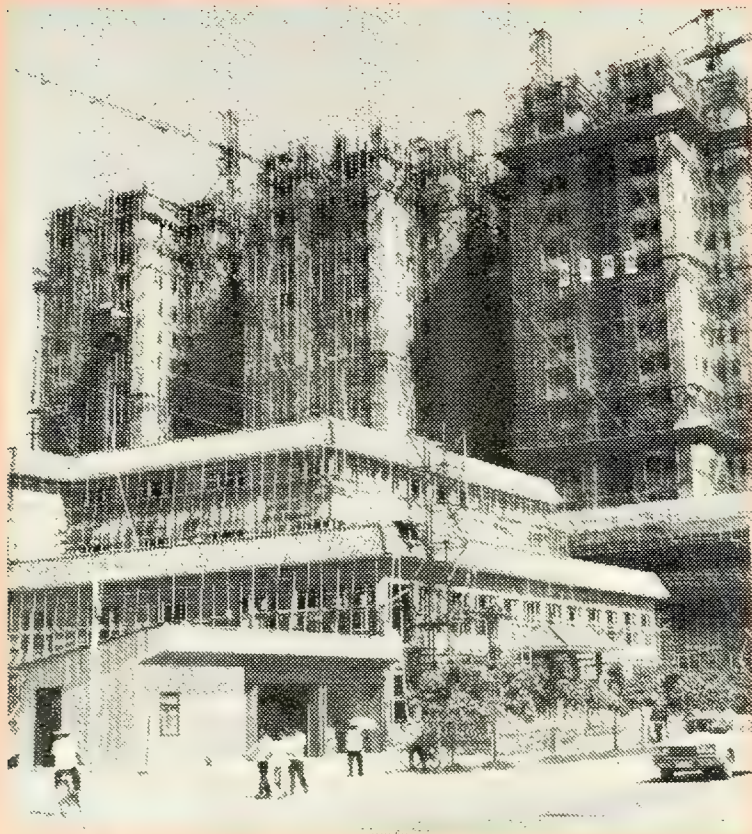
are what you make of them

Mankind has erected scaffolds and shorings of one form or another since the cavemen began scratching drawings high on the walls of caverns in prehistoric times. With scaffolds, the Pyramids were built, the Parthenon was erected, and the Seven Wonders of the Ancient World were made possible.

The scaffolds and shorings of North America today are of metal alloys, of tubing, of strong metal braces, and of heavy timbers erected under state, provincial, and federal standards. There are hanging scaffolds, rolling scaffolds, swingstage scaffolds, trestle scaffolds, and many more. In some parts of the world, however, scaffolds are still created from what comes to hand.



Above and right: Scaffolds in Egypt are still tied together with ropes of native fibres. The building at right is an apartment in Giza near the Pyramids. Concrete dries quickly in the desert sun.
Photos by Roger Sheldon



Left: New apartment complexes are being developed everywhere in the People's Republic of China today. Bamboo of all shapes and sizes is used for the scaffolding, even for the erection of 20-story buildings like the one in the background at left. Photos by Patsy Cashmore of the Milwaukee Labor Press



Above: In Southern Spain, where heavy timbers are often scarce, saplings serve to prop up concrete slabs and serve as shoring. There are more brick-and-block workers in Spain than carpenters. For protection of the workers there is a protective net around the upper tier. Photo by Jim Weber



Unemployment Comp: Time For An Overhaul

The Social Security Act is being praised on its 50th anniversary as probably the legislative achievement of the century.

During this commemoration period, many Americans are gaining an appreciation of how creative the federal government can be in helping people meet, in FDR's words, "the major hazards and vicissitudes of life."

Many are now aware of how Social Security replaced the county poorhouse, enabling the elderly to retire in dignity and relieving their children of an economic burden. The 1939 amendments turned Social Security into a "family protection plan" by extending benefits to wives, widows, and children. Later improvements included disability insurance in 1956 and Medicare in 1965.

The younger generation also can be reassured by the 1983 amendments which put the financing of Social Security on a sound basis for decades to come.

Yet there is one program that has failed and that is the unemployment insurance system. It failed because of basic flaws in the way it was set up and because employers and political conservatives have effectively sabotaged the program.

When Franklin D. Roosevelt's Committee on Economic Security looked at the mass unemployment and suffering of the Great Depression, it decided the

most urgent need was to get help to the many millions of unemployed.

From among several approaches, a federal-state system of unemployment compensation was devised based on the Wisconsin Plan. It was the only state with a program, and it used an "experience rating" formula under which an employer's tax was low if he maintained a stable workforce and it rose if he had high worker turnover. This assumed, erroneously as it turned out, that the employer had some control over market conditions.

Building a state role into the program also was felt to be necessary to get it past states' rights conservatives in Congress and have it upheld by a conservative Supreme Court.

When the legislation was before Congress, the National Association of Manufacturers expressed alarm that it would bring "ultimate socialistic control of life and industry." Corporate leaders said the program would destroy initiative and discourage thrift.

For nearly 50 years now, organized business has fought at the state and federal levels against almost every improvement in the program. Employers have become expert at challenging benefit claims and defeating worker appeals. Business lobbyists in state legislatures work to keep eligibility tight

Continued on Page 38

BHOPAL AND BEYOND

COULD IT HAPPEN HERE?

On Dec. 3, 1984, one year ago, the world awoke to hear the news of tragedy in Bhopal, India. Bhopal became a household word as millions witnessed on TV and in the newspapers the aftermath of one of the worst industrial accidents in history.

As the days went by, the death toll mounted. Poisonous gas released from the Union Carbide plant had killed at least 2,500 residents and injured another 200,000. Some became temporarily blind. Others choked on the fumes and suffered lung damage from the acidic gases.

What happened that day at the plant has been shrouded in mystery and confusion. The events leading up to the release were reconstructed in a trade union report issued last summer by the International Confederation of Free Trade Unions (ICFTU) and the International Federation of Chemical, Energy, and General Workers' Unions (ICEF). What is known is that water somehow got into the storage tanks holding methyl isocyanate (MIC), a chemical used to make pesticides, causing a violent reaction. What is in dispute is how that happened. Whereas Union Carbide has repeatedly claimed it was an act of sabotage by the workers, all the evidence collected in the ICFTU-ICEF report demonstrates it was not. Their report shows the cause to include inadequate safety systems, inadequate personnel, insufficient training, mismanagement, and corporate policies that stressed production and not safety.

This was not the first such accident to occur at the Bhopal plant. In October 1982 a leak of MIC and other chemicals at the plant injured three workers and many nearby residents. Following that accident, workers at the plant printed a poster warning residents and their fellow workers: "Beware of fatal accidents . . . Lives of thousands of workers and citizens in danger because of poisonous gas . . . Spurt of accidents in the factory, safety measures deficient." Hundreds of these posters were distributed by the workers, but the warnings were not heeded. Two years later, these problems uncorrected, disaster struck.

The Bhopal tragedy began on December 2. The production superintendent at the Union Carbide plant ordered the plant supervisors to flush out several chemical processing lines with water.



The work began at 9:30 p.m. on the second shift. Normally a slipblind or barrier would be inserted into the pipe to prevent backflow into other production lines and the storage tanks. This is the responsibility of maintenance. Several days earlier, the second shift maintenance supervisor's position had been eliminated, and no one was told to install the slipblind. The operator flushing out the lines had no way of knowing or seeing that the slipblind was missing. Water flowed through several process lines, through a jumper line (which was not part of the original plant design), past an open or faulty valve into the MIC storage tank. When the third shift reported for work at 10:45 p.m., several workers reported experiencing throat and eye irritation, probably from MIC leaking out of the tank and back up the lines. By 11:00 p.m. pressure in the tank had increased from 2 to 10 pounds per square inch (PSIG). The reaction increased rapidly, and by 12:15 a.m., pressure in the tank had reached 30 PSIG. At 40 PSIG the safety valves gave way releasing a rush of MIC at 180 pounds per minute out of the system. Ultimately it was released at a rate of over 720 pounds per minute.

There were two safety systems at the plant to cope with MIC releases. One was a vent scrubber which would have tried to neutralize the gas. It was shut

off at the time, but in any case, could not have handled such a massive release. Next, the gas should have gone to the flare tower, where it would have been burned off. This unit was out of service. The pipe leading to it was removed for maintenance weeks earlier and never replaced.

Workers at the plant tried desperately to stop the leak. One tried climbing the MIC tank and plugging the leak. Overcome by fumes, he fell and broke both his legs. Others tried unsuccessfully, while their escape respirators were running out of air, to spray the release with water. Others did what management had instructed them to do: run upwind, which brought them to the barbed-wire fence around the plant. By then it was too late; thousands had died or been injured.

There were many other inadequacies that contributed to the release. The 30-ton refrigeration unit to cool the MIC storage tank and slow such reactions had been drained of Freon so the coolant could be used elsewhere in the plant. The water spray system to neutralize releases was not powerful enough to reach the leak and was useless. A more forceful spray system, recommended by management in 1982, was never installed. Maintenance had always been inadequate. Valves and pipes were leaking, which allowed water to back up

into the MIC tank. Gauges were broken or malfunctioning, making it hard for operators to understand the problem. The plant was understaffed with 300 temporary workers on lay-off and 150 permanent workers reassigned to jobs they were not qualified to do. The plant also had a high turnover rate (about 80% in 2 years), and workers were given little or no training on safety or on the hazards of MIC. Workers were told that MIC could only cause eye irritation.

Even a 1982 corporate safety review cited 10 major concerns including "Potentials for release of toxic materials in the phosgene/MIC unit and storage areas, either due to equipment failure, operating procedures, or maintenance problems." Although some items were fixed temporarily, conditions had again deteriorated by the time of the disaster. Management also failed to respond to warnings and complaints from workers after 5 other chemical releases at the plant in 1981 and 1982, and after complaints to the factory inspectorate (OSHA), and the plant manager back in 1976.

Another major management decision that contributed to the disaster was the storage of large quantities of MIC at the plant. At the time of the accident there was between 11,300 and 13,000 gallons of MIC in the tank where the reaction took place. Another 5,600 gallons was in a connected storage tank. The plant operating manual required that one tank remain empty in order to allow for emergency overflows. In addition, storage of large quantities of MIC was totally unnecessary. MIC is a chemical intermediate used in making pesticides. Other chemical plants that use MIC but don't produce it store only small amounts in small containers, a much safer procedure. Some facilities eliminate storage altogether by using the MIC as soon as it is produced, resulting in no more than 20 pounds of MIC in the system at any one time. The system design in Bhopal, allowing for such large storage facilities for MIC, was a tragic mistake.

Many other important factors played a large part in the disaster. For example, the plant was in a heavily populated area, one mile from a busy train station, contrary to city zoning ordinances requiring such facilities be built in the sparsely-populated northeast part, upwind of the city. The plant management never provided complete information or training for workers or the public about potential hazards of toxic chemicals at the plant. Even as thousands lay dying or injured, the plant medical director continued to insist MIC can only cause irritation. Residents were told that the plant made "medicine for

crops." Doctors trying to treat over 170,000 patients had no idea how to treat them, or of the cause of the accident. The government had long been aware of the problems at the plant but took no action to make sure hazards were corrected. Local officials and plant managers made no plans for such disasters, no warning or evacuation procedures, and no procedures for medical emergencies.

The trade union report on Bhopal makes it very clear that rather than an act of sabotage, the tragedy in Bhopal was a result of a long history of corporate mismanagement. The workers struggled valiantly to try to stop the leak, endangering their own lives. They had warned the company for years about the potential for disaster, but were unheeded.

Some have tried to blame the problem on the fact India is a developing country and claim such disasters could never happen in the U.S. In the last 15 years, though, chemical plant explosions have occurred in Italy, contaminating thousands of residents with toxic dioxins, and Britain, killing 28 people and injuring 89 others.

Union Carbide's Institute, W. Va., plant that uses MIC to make pesticides, underwent EPA and OSHA inspections immediately after the Bhopal tragedy. OSHA found 2 serious violations and

States with Community Right-To-Know Laws (as of June 1985)

Connecticut	Pennsylvania
Florida	Rhode Island
Iowa	Tennessee
Maine	Texas
Maryland	Vermont
Massachusetts	Washington
New Jersey	West Virginia
North Dakota	

reviewed company records which revealed 28 MIC leaks or spills between 1980 and 1984. OSHA cited the numerous control systems and claimed that a disaster like the one in India couldn't happen here. Six months later on August 11, a release of aldicarboxide from the West Virginia plant hospitalized 6 employees and 135 area residents for emergency treatment of lung, eye, nose, and throat irritation. OSHA reinspected the plant in October and issued three willful and three serious violations of OSHA standards, assigning penalties of \$32,100. These violations are being contested by Union Carbide; the company claims they were not willful. OSHA, in mid-September, began a 2-3 month in-depth inspection at the plant.

On October 21, Secretary of Labor Brock announced a special OSHA inspection program for the chemical industry to prevent Bhopal-type disasters. OSHA will target 10 chemical manufacturers in each of 8 regions for wall-to-wall inspections of their safety systems for disaster prevention.

Since the Bhopal tragedy awakened public interest, Congress has gotten into the act and several bills have been introduced to prevent an American Bhopal incident.

Senator Lautenberg (D-N.J.) introduced the "Community Emergency Preparedness and Response Act of 1985" (S.1531) last summer, which passed the Senate as an amendment to the bill authorizing more money for toxic waste cleanup (Superfund legislation, S.51). In the House of Representatives, several bills are now being discussed in different committees and will eventually be attached to the House version of the Superfund bill (H.R. 2817). A conference committee will then reconcile the differences between the two bills. The Senate legislation would require that: EPA make a list of hazardous substances and facilities handling them in areas where there might be a danger to the community; governors designate planning districts for target areas, and appoint local emergency planning com-

Continued on Page 30

Bhopal Today

Those who died in the gas leak one year ago are often considered lucky by many of the thousands of survivors now suffering from damage from the toxic gas.

Some survivors are suffering from permanent lung damage that impairs their ability to work. Many women report serious gynecological problems. There were also a large number of infant deaths in August and September—infants who were exposed in the uterus during the first trimester of pregnancy. Male impotence is a major problem. Many residents, even young children, are suffering from nervous system damage, severe depression, and psychological problems.

Those initially blinded by the gas, however, now find their sight restored.

The plant has been shut down, and will probably never reopen. The workers wanted to convert it to produce safer products, but that is unlikely. The government and volunteer organizations have a retraining program underway for the workers and survivors whose work abilities were impaired by the gas. For example, railroad porters who used to carry baggage by hand, now use special carts designed by a volunteer organization to accommodate their weakened lungs and lower work capacity.

Ottawa Report



MANITOBA 'PHARMACARE'

The Manitoba Government has announced a capitation system of paying for prescription drugs for elderly residents of nursing homes, effective October 1. The new system is expected to reduce over-medication among senior citizens.

Under the new system, pharmacists in Manitoba will be paid a monthly service fee of \$20 for each of the approximately 8,000 elderly people for whom they provide prescribed medications, an official of the Manitoba Health Services' Commission said recently. The flat rate for pharmacists' services, including the dispensing fee, should discourage various methods of maximizing fees.

Previously pharmacists in Manitoba were paid a \$5.20 dispensing fee for each prescription filled for nursing home residents. The new system is expected to save the province about \$500,000 a year.

DANGEROUS SUBSTANCE LABELS

A recent report by Labour Canada calls for federal and provincial legislation to provide information on dangerous substances in Canadian workplaces. The report calls for a label on containers of substances used at the workplace, a "material safety data sheet" containing additional information, and a worker education program to explain the meaning and importance of the information.

MANITOBA NUCLEAR FREE

Manitoba has become Canada's first province to declare itself a nuclear weapons free zone. The provincial legislature voted 45-0 in favour of a resolution introduced by the New Democratic Party government that Labour Minister Al Mackling described as "a clarion call upon the superpowers to stop this madness."

The Conservative opposition criticized the New Democrats for making the symbolic gesture, but ultimately didn't dare to vote against it.

"I make no apology," said NDP Premier Howard Pawley. "This is a priority."

Pawley said there is no point legislating for farmers, for jobs, or for business "if we are not going to ensure . . . that we have worldwide control of the nuclear buildup that is taking place throughout the planet earth."

PAY EQUITY LAW PASSED

Canada's first legislation to deal with sex discrimination in women's pay has been passed by the Manitoba legislature.

"Job ghettos are still a fact of female work life," said Muriel Smith, the minister responsible for the status of women.

The bill passed in July will improve the pay of women in the public sector by ensuring that no largely female job class pays less than men earn for comparable work.

The Pay Equity Act will apply only to the public sector, where the Manitoba governments feels it can set an example for the private sector. It will require public employers to set up evaluation systems to check the pay levels between different job categories dominated by men or women.

Smith says she hopes private sector employers will follow the New Democrats lead as they see pay equity implemented successfully in the public sector.

BROADBENT TOPS POLL

NDP Leader Ed Broadbent does a better job as a political leader than either Prime Minister Brian Mulroney or Liberal Leader John Turner, according to a recently released Gallup poll.

Broadbent received approval for his work as leader of the New Democratic Party from 56% of adults interviewed across Canada in mid-July. In Ontario, he received a whopping 61%.

Mulroney ranked second with 43%, and Turner was third with 39%.

YUKON COUNCIL SUES EXPO

The B.C. and Yukon Building Trades Council has started court action against the B.C. Attorney General and the Expo Corporation, claiming that the "Economic Development Zone" section of the Labour Code, which has been used at Expo to prevent members of Building Trades Unions from exercising their right to refuse to work alongside non-union contractors, is a violation of the rights the union members have under the Canadian Charter of Rights and Freedoms. The court action is related directly to the contract awarded to non-union Trojan Electric.

N.B. JOBLESS PROTEST

About 300 unemployed construction workers, carrying a coffin to symbolize the death of the construction industry in their area, demonstrated in front of the New Brunswick Legislature recently to demand jobs. Herb Reid, president of the Saint John Building and Construction Trades Council, said the unemployment rate among unionized construction workers has been more than 80% for the past three years in the Saint John area. The workers also protested against provincial labor laws that allow contractors with organized work forces to avoid hiring unionized workers by setting up a second company. Labor Minister Joe Mombourquette told the workers he would take their concerns to Cabinet, but he reminded them that it is difficult to attract new industry to Atlantic Canada.



Local, State, and Provincial History Projects Preserve the Story of Our Union

The UBC centennial celebration in 1981 brought forth a wealth of history projects—written and oral histories, photo exhibits, craft and tool displays. In April 1982, history projects were in progress or completed in 22 states.

Four years later, UBC members from areas across the continent continue to produce histories. Following are five recent acquisitions by the UBC General Office library.

HALIFAX, NOVA SCOTIA. *The Craft Transformed: An Essay on the Carpenters of Halifax, 1885-1985*, is the title of the recently published history of Local 83. The development of the book was just one of many 1985 activities commemorating the local's 100th anniversary. In the words of author Ian McKay, the main focus of the book is "the efforts of skilled craftsmen to defend their economic and social position in a century of rapid change." McKay used minute books, ledgers, and other records of the local to span the years from 1888 to 1985.

PORTLAND, OREGON. Carpenters became part of the UBC in Oregon in 1883. As a part of their centennial celebration in 1983, the Portland Carpenters have published *The City Builders: One Hundred Years of Union Car-*

penry in Portland, Oregon 1883-1983. The detailed volume, complete with appendices and lengthy bibliography, was produced in part through a grant from the Oregon Committee for the Humanities, an affiliate of the National Endowment for the Humanities. "In fact, the union is only twenty-two years younger than the State of Oregon, and only thirty years younger than the City of Portland," points out author Craig E. Wollner. "Thus it had the opportunity to play a decisive role in the shaping of Oregon's most important economic center and therefore Oregon itself, almost from the beginning of each."

SPRINGFIELD, MISSOURI. Michael J. Kraft, a member of Local 978, has produced "The Birth of A Local: The First Twenty Years" as a historical research assignment for a university class. The paper, which focuses primarily on the formation and growth of the local from its charter date in 1901, has attracted a great deal of interest from local Brotherhood members. "The tribulations of the early members were shared by every local during the inception of organization," says Kraft. "Because of the universality of the problems of early organization, the experiences of the local represent a

microcosm of the labor movement at both the state and national levels."

HAMILTON, ONTARIO. The first local in Canada, Local 18, published a text and photo booklet as part of their 1982 centennial celebration. *They Knew What They Wanted: A History of Local 18*, written by Thomas Melville Bailey, charts the local from its inception on January 30, 1882, after representatives attended the UBC founding convention in Chicago, to its current activities.

NEW JERSEY. *United We Build The Legacy of 100 Years*, by Sharon L. Rogan, is an in-depth history of the UBC in New Jersey, 1881-1981. In two parts, "The Early Years 1881-1938" and "The Rajoppi Years 1939-1981," the book covers the establishment of the state council, CHOP, the apprentice program, and jurisdictional lines, with a detailed index to access information. "Presently some 16,000 strong, these men and women [of the United Brotherhood] build the turnpikes and the power plants, the warehouses and the docks, the airports and the shopping centers, the houses and the factories that feed, clothe, and house New Jersey. Without them the quality of life in New Jersey would be sadly altered."

Labor News Roundup

Union volunteers aid needy in Warren, Ohio

In Warren, Ohio, Building Trades volunteers pitched in to convert a rundown structure into a food warehouse that will serve thousands of unemployed and needy families in Trumbull County.

The Building Tradesman, publication of the Greater Detroit Building Trades Council and the Michigan building trades, described the volunteer project in its Labor Day edition.

The renovated warehouse will be used by the Warren-Trumbull Food Coalition, a food bank which has helped more than 100,000 people since it opened in late 1982.

Carole Catlin, AFL-CIO Community Services chief for the county, coordinated the project. She praised the union volunteers, many of whom worked evenings, weekends, and holidays. Volunteers came from Bricklayers Local 43, Carpenters Local 1438, Electrical Workers Local 573, and Plumbers and Pipefitters Local 225.

The 'J.P. Stevens of international communications'

The IBM Corporation was recently labeled the "J.P. Stevens of the international communications industry," by CWA President Morton Bahr. He said that the multimillion dollar conglomerate would become the target of a worldwide coordinated organizing campaign.

Referring to IBM's announced intention to acquire up to 30% of MCI, Bahr said that "IBM is one of the most anti-union companies in the world, and the employees of MCI must be having nightmares about being absorbed into the IBM culture."

Times change for women in authority

In Cambridge, Mass., progress is being made in eradicating sex discrimination in the workplace, even among bosses, according to *The Harvard Business Review*. Twenty years ago, 54% of male executives and 50% of female executives believed that women rarely expected or wanted positions of authority. Today, that view is held by only 9% of the men and 4% of the women bosses.

Alabama building trades proving union is better

In Alabama, a number of corporation and management executives are admitting publicly that construction projects manned by union members are being handled "better and faster."

The convention here of the Alabama Building and Construction Trades Council was the "most upbeat in recent years," according to one official, in part at least because of various complimentary remarks made by employer representatives.

Henry Haywood, executive director of the state's Associated General Contractors, said many owners and contractors are getting tired of substandard non-union work.

A. W. Malone of the Alabama Power Co. reported that eight of the last nine major construction projects done by union workers for the utility had been completed on schedule, or better, and within the budget.

An official of Reynolds Aluminum told the labor meeting that, thanks to the work of building trades union members, repairs to a company plant following a fire had been completed in 2½ weeks rather than an estimated six weeks.

John L. Campbell, business manager of Sheet Metal Workers Local 48 in Birmingham, said that when contractors were going non-union several years ago, "I told them they were helping create a jungle . . . Today, many of these contractors are agreeing with me. I believe that if we continue to do what is best for our members and contractors, we will get out of that jungle."

2.3% adjustments during first 9 months of '85

Major collective bargaining contracts settled in private industry during the first 9 months of 1985 provided average adjustment of 2.3% in the first contract year and 2.9% annually over the life of the contract, the U.S. Department of Labor's Bureau of Labor Statistics reported. The last time the same parties bargained (generally two to three years ago), average wage adjustments were 3.8% in the first contract year and 3.4% a year over the contract life.

Continental pilots ordered to end two-year strike

A federal bankruptcy court judge recently ordered union pilots to end their two-year strike against Continental Airlines.

U.S. Bankruptcy Judge Glover Roberts issued the order after two weeks of discussions between attorneys for Continental and

the Air Line Pilots Association.

The settlement provides seniority protection for striking pilots who return to work and a severance-pay option for eligible pilots who choose not to return to Continental.

ALPA struck Continental Oct. 1, 1983, after the airline filed for bankruptcy protection, slashed wages up to 50%, and trimmed its workforce by about two-thirds.

Some are hired because of bumps on their heads

In New York City in the dim distant past, bosses in many countries relied on the superstition of phrenology to determine whether a person should be hired for a job or rejected. Phrenology was an international fad among bosses who believed that the bumps on a man's or woman's head determined their intelligence and their aptitude for this or that kind of work. These days phrenology has been replaced, at least in part, by graphology, which is the notion that an employer can tell a person's abilities and talents by his or her handwriting. Renault-USA is the firm that's made the greatest headway in selling employers this new fad. Handwriting analysis is now used by more than 300 companies in the New York area to decide on hirings, firings, and promotions. A rapid thinker, says Renault, will make the tops of 'M's and 'N's pointed while methodical people will make the tops round. "Slant is most important," says graphologist Sheila Kurtz. "A slant all the way to the right indicates someone very emotional, while all the way to the left is a person who doesn't show feelings and may be introverted." Many employers think all this is just "twaddle" but others fork out lots of cash for an analysis of the loops and swirls. Business clients pay from \$90 to \$250 per analysis presumably to choose the right person for the right job.

British Columbia hotel union built, owned, operated

Pension funds of the working people of British Columbia have created "the newest, largest, and most up-to-date hotel complex" in downtown Nanaimo, B.C. The 179-room facility on Vancouver Island was union built, is union owned, and union operated. Called the Coast Bastion Inn, it is located directly opposite the Air Harbour Terminal in the heart of Nanaimo. It opened its doors October 1.

We are told that the hotel can accommodate a meeting or convention of 300 delegates. Hotel president J.L. Whitaker, in a circular letter to unions, states: "To make the hotel a success, we shall need your support."



New Jersey Secretary Bill Devins, left, and N.J. State Council President George Laufenberg, right, present a \$15,000 L-P check to First General Vice President Sigurd Lucassen.

In what has been one of the best statewide Louisiana Pacific Boycott efforts in the country, hundreds of UBC members throughout the state of New Jersey have conducted aggressive L-P boycott activities over the past year and a half.

The New Jersey L-P boycott handbilling is being conducted under the direction of Second District Board Member George M. Walsh and is coordinated by UBC Representative Robert G. Mergner. Participation in the boycott action has been strong, with every local in the state playing a role.

The initial phases of the L-P handbilling effort began in early 1984, with an effort by Representative Mergner to communicate to area UBC members the facts about the L-P strikers' struggle and the hardships being endured. The film produced by the Brotherhood entitled "L-P: The Fight Goes On" was shown throughout the state at regular local union meetings. Store surveys to identify retailers of L-P products were then conducted at lumber dealers within each local's jurisdiction. Handbilling targets were selected, assignments made, and letters sent from the General Office to each targeted store informing them of the upcoming handbilling. Typically, five to ten members were assigned to handbilling duty at each targeted store, with shift assignments allowing for continuous coverage at the stores during weekend shopping hours. Upward of 400 UBC members joined the boycott action, which included Saturdays, Sundays, and an occasional weekday of handbilling.

L-P Boycott Profile: New Jersey

New Jersey Convention Donates \$15,000 to L-P Strikers Fund

Not surprisingly, the strong L-P boycott action in New Jersey has produced impressive results in reducing the retail sales of L-P's wood products, particularly waferboard. The notification letter to store managers which preceded scheduled handbilling was itself enough to end the sale of L-P products at numerous stores, including one state-wide home center chain with twenty-nine outlets. Channel Home Centers, 84 Lumber, and Grossman's stores, as well as numerous independent lumber dealers, have been handbilled over the months during which the boycott activity has been conducted, and the number of former distributors of L-P wood products is growing each week. Continuous store surveying ensures the identification of new stores distributing L-P wood products.

Representative Mergner reports that every local in the state of New Jersey has responded to the boycott call. Members of Locals 65, 155, 620, 715, 1006, and 1107 of the Central New Jersey District Council; Locals 121, 393, 542, 623, 1578, 1743, and industrial Local 2098 have all been active participants in the boycott campaign along with the members of Locals 6, 15, 31, 124, 399, 455, 781, 821, 1342, 1489, 2018, 2212, and 2250.

On Saturday, November 16, New Jersey locals conducted extensive handbilling activity at lumber retailers throughout the state. This action was timed to coincide with the increased holiday shopping, which provided a good opportunity to spread the message about the boycott. Similar actions are planned on the weekends preceding Christmas when the targeted home centers and lumber retailers will be filled with holiday shoppers. "Lost patronage at this time of the season could prove to be very costly for retailers of L-P wood products," Representative Mergner indicated.

In addition to the time and energy Brotherhood members in New Jersey have contributed to the L-P fight, the members throughout the state have also been generous in their financial support of the L-P strikers.



Andy Geletia, Tom Jacob, and Charlie Jensen, members of Local 65, Perth Amboy, N.J., distribute handbills at a Channel Home Center in Woodbridge, N.J.



Local 393, Camden, N.J., members Craig Flenard, Steve Kashkine, Norm Christy, and Jim Bronson man the doors of an area Channel store.

Thomas C. Ober, president of the South Jersey District Council, has organized a voluntary contribution program to which all working members in the South Jersey District Council participate. Members of locals in the South Jersey District Council have, to date, contributed \$46,000 to the L-P Strikers' Benefit Fund under the voluntary

Continued on Page 30



Members of two locals, No. 393, Camden, N.J., and No. 1578, Gloucester City, N.J., joined forces to handbill offending merchants. Pictured are Bill Anderson, Al Cipolone, Jim Aumacy Sr., Bill Holloway, Bob Shelly, and Fred Chant.



A large number of members from Local 2098, Camden, N.J., kept busy handbilling area stores. Members include Angelo Sottille, Steve Tremblay, Jim Flynn, Don Weir, Tom Glancy, and Scott Moon.

Our Tool Collectors Come Through with the Answers



Tool No. 1



Tool No. 2



Tool No. 3

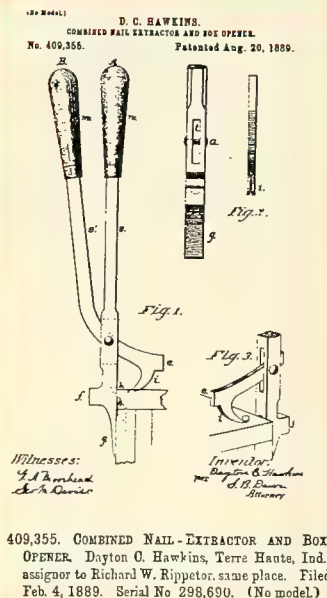
In the June issue of *Carpenter* we asked our readers to identify the three antique tools shown at right. The tools were turned up by two UBC members, who asked us for more information about them. Here's a rundown, as given to us by the expert tool collectors of our union:

Tool No. 1 is a combination nail extractor and box opener. (See patent illustration below.) This explanation was sent to us by Gil Gandenberger of Cincinnati, Ohio, a member of Local 703. Gandenberger has been collecting antique tools since 1972, and he has an extensive collection of wooden planes, iron planes, cooper's tools, gauging equipment, boring tools, saws, and pharmaceutical equipment.

Gandenberger tells us that Tool No. 1 was invented by Dayton C. Hawkins of Terre Haute, Ind., and the patent was assigned to Richard Rippetor of Terre Haute.

Robert Gargiuli of Plainfield, N.J., also identified the combination nail extractor and box opener for us.

Three or four tool-collector members helped with Tool No. 2. It's a plated Sheffield button brace of English design, manufactured in Philadelphia, Pa. Gandenberger tells us that in 1854, a company called Booth & Mills bought out T. E. Wells and Co. of Sheffield, England, and continued to manufacture the brace with slight modifications.



We have it on the good authority of Richard Croteau, recording secretary of Local 111, Lawrence, Mass., that Tool No. 3 is a Peck Stow & Wilcox brace, as suggested by its owner, James-Borland of Local 188, Yonkers, N.Y. Croteau says that Peck Stow & Wilcox was still in business as recently as eight or nine years ago and it was known at that time as Peckstow. At one time, Croteau says,

Continued on Page 38

Missing Children

If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



SEAN EVANS, who was four November 25, has been missing from his home in New York since May 17, 1984. His hair is blond and his eyes are green.



TANIA MARIE MURRELL, 9, has been missing from her home in Canada since January 20, 1983. Her hair is sandy blond and her eyes are brown.



CHRISTY JENEEN BOYNTON, 15, has been missing from her home in Michigan since June 10 of last year. Her hair is black and her eyes are brown.



ROBERT JOSEPH FRITZ, 8, has been missing from his home in Wisconsin since May 14, 1983. His hair is blond and his eyes are blue.

Note: Cheryl Lynn Cramer of New Jersey, listed in our September 1985 issue as missing, has been located.



None of his work is for sale and Silagyi makes everything on his creations himself. You have to look twice to be sure this wharf—with its barrels, rope, and net—is a model.



This Gillnetter took Silagyi four months to build. For a time he owned a 30-foot boat and four shots of net and made his living by gillnetting.

Reclaiming Yesteryear's Nautical Treasures

Member Hopes to Preserve History of Wooden Boats by Making Models

Once the salty sea spray has gotten into his system, the lure of the land can't win back the heart of a seafarer. Ask Ernest Silagyi of Local 31, Trenton, N.J.; he'll tell you that the Old Man of the Sea has held him captive for over 40 years, since he was about 10 years old.

After spending six years in the Navy and 12 years tossing nets on New Jersey's Barnegat Bay, a bad back forced Silagyi back onto the shore. But the land didn't hold his attention for long. The former sailor combined his love of fishing and things maritime with his carpentry training, and he began making boat models. He's now a maintenance foreman at SDS Biotech Corp. by day, and he recreates, on a smaller scale, the wooden boats of New Jersey waters by night.

The boat models take a minimum of 30 days and about 100 hours to complete—although some entail much more work. They range in length from three to five feet and are constructed of yellow pine with oak frames and trim.

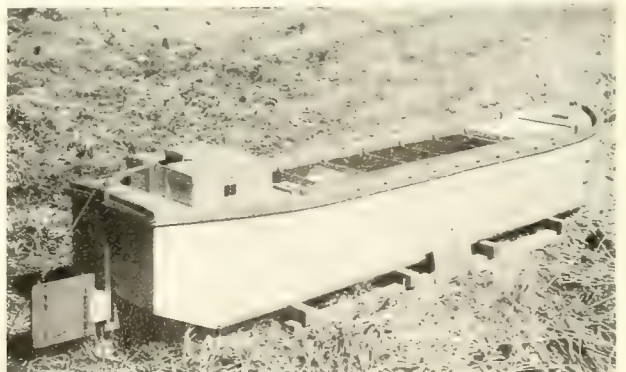
In addition to his ships, Silagyi has also built some landscape scenes; one depicting a dock with a bait and fishing-supply shack, and a lighthouse modeled from one he saw in the backwaters of New London, Ct.

The far corners of boatyards and backwaters are favorite haunts of Silagyi. To ensure that his models are authentic in detail, he wanders about these areas on the lookout for abandoned ships. Many of the models were made by observing existing boats, but he's had to construct at least one by working from photographs. The loss of the history of these wooden vessels is of great concern to Silagyi. Since today people are buying fiberglass rather than wooden boats, "We're losing track of these lovely vessels that served for generations." Perhaps his models will be the only way future fishermen will know about the Barnegat Bay Sneakbox, Delaware River Shad Boat, or 30' Clamming Garvey.

Constructed entirely from photographs, this Delaware and Raritan Canal Boat was displayed at a Canal exhibit at the Trenton City Museum. It weighs 30 pounds and was worked from three 2×4s.



Model-maker Silagyi is pictured here with a Cat Boat. This type of vessel played an important role in the maritime history of New Jersey. It was used in the early 1900s for oyster and clam dredging.



LOCAL UNION NEWS

St. Louis Council Claims Territory

The Carpenters District Council of Greater St. Louis doesn't take non-area, non-union developers who invade their territory lightly. One developer, Barnett-Range Corp., has taken to importing workers from economically-depressed states and paying them sub-standard wages. The St. Louis District Council countered these actions by sending a letter to all area municipalities warning them of Barnett-Range tactics and exposing their shoddy building practices. In addition to highlighting the inferior workmanship that marks their projects, the letter stressed the millions of dollars in terms of wages and services that the St. Louis area has lost.

Reaction to the letter was positive. Many area city officials have spoken out in support of the district council's position.

Illinois Local Marks 75th Birthday



The members of Local 1693, Hinsdale, Ill., a millwrights and machinery erectors local, recently held several special events to mark the 75th anniversary of the founding of the group. Pictured above are a number of members at one of the anniversary events.

Massive Labor-Management Picnic Marks Labor Day At South Texas Nuclear Plant

More than 10,000 South Texans joined together in Brazoria County on Labor Day in what may be the first ever labor-management celebration of such magnitude. Meeting under the theme "Labor and Management Working Together," the participants are hoping that the event signals the beginning of a nationwide change in labor-management relationships and attitudes.

Co-sponsored by the Houston Gulf Coast Building and Construction Trades Council, the Tidelands Labor Council, Lamar University's John Gray Institute, Houston Lighting and Power Co., the Bechtel Corporation, and Ebasco Services, Inc., the giant picnic was a roaring success, with a softball tournament, old fashioned dunking booth, barbeque, and band music.

Governor Mark White of Texas heralded

the accomplishments of American workers and cited the need for teamwork between labor, management, and government to face foreign competition.

"When Americans working together with management and labor put together the team, backed with government support, we have an unbeatable combination," he said.

But it was Texas Building and Construction Trades Executive Secretary Jackie St. Clair who summed up the feeling of those present. "New attitudes are forming, both within groups which represent American labor and in American corporations, which are changing the way we work together. The concepts of teamwork, of top quality, of problem solving which have always been present, are receiving new meaning. The result," he said, "is American production

that is able to confront international competition better than ever before."

Houston Lighting and Power Company Chairman Don D. Jordan cited the effectiveness of labor-management teamwork in turning around construction on the South Texas Project nuclear plant. "Strong partnerships between American labor, management, and government are absolutely essential for us to successfully compete as a nation," he said. "An event like this one sends a signal that we're forging those partnerships and our nation is stronger for it."

"We want everyone to know something special happened today in America, and it happened right here," commented Gale Van Hoy, executive secretary of the Houston Gulf Coast Building and Construction Trades Council. "A new spirit, a new teamwork, and realization that if something can be done better, Americans will be doing it. We know we're on the right track!"

'Buy American' Float Is Winner



Second place for floats in the McLean County, Ill., Labor Day parade went to Carpenters Local 63, Bloomington, Ill. The theme of the parade was "Buy American—Save the U.S.A.," well illustrated by Local 63's prize-winning float, above.

Westinghouse Settlement

Faced with a company demand for a \$1.05 hour cut in wages, more than 600 members of UBC Local 3130, Hampton, S.C., struck Westinghouse Corp. on September 17 and set up a picketline around the company's Miscarta plant at Hampton.

The strike, under the leadership of International Representative Ray White and Hampton-Orangeburg District Council Business Representative JoAnn Whittington, was almost totally effective despite biased reporting by the local media, an unfavorable restraining order by a local judge, a massive show of force by local and state police, and pressure from the business community.

After a six-and-a-half week strike which practically shut down the Hampton plant, despite the importation of company supervisors from other plant locations, Westinghouse agreed on November 2 to withdraw many of its original demands. While the local union agreed to some concessions, in the final settlement the concessions were not nearly as large as originally demanded by the company.

The settlement was seen as a victory by the local's members. The successful strike was supported not only by the international union but by the Michigan Council of Industrial Workers' UBC Local 1615, which also represents Westinghouse workers.

Broward County VOC, Raft Sponsor

The Voluntary Organizing Committee of Broward County, Fla., launched its first entry this past September in the annual Fort Lauderdale New River Raft Race to benefit the United Cerebral Palsy fund. Their entry placed in the top five of over 125 entries



The VOC rafters show their colors—from left are Jay Rudzinski, Local 2795, Fort Lauderdale; Gustav F. Vass III, Local 3206, Pompano Beach; Michael J. Decker, Local 1394, Fort Lauderdale, and Andrew P. Casilli, Local 3206. At right, the Broward County team gives a "finish line push" at the 7th Avenue boat ramp.

traversing a three-mile course on the New River through the center of Fort Lauderdale. The VOC paddlers' total time for the course was 94 minutes. The raft was borrowed from Local 993 of Miami and it promoted the UBC with banners afloat.



Union Brothers Reshingle Roof

Larry McKee of Local 906, Glendale, Ariz., was recently on the receiving end of Carpenter goodwill. He broke both feet in an on-the-job accident days after stripping his roof and preparing to reshingle it. Steve Davis, a member of Local 1089, Phoenix, Ariz., heard of Brother McKee's dilemma and promptly organized a group of Carpenters from Locals 906, 1089, and 1216, Mesa, Ariz., and a few Laborers from Local 383 to handle the reshingling project.

Volunteers included Local 906 members Don Mellecker, Martin Richards, Junior Bowling, Carmen Noriega, Edward Ruiz, Gary Odle, Fermin Camacho, Stan Crischer, Mike Day, Tom Seisinger, Ron Hicks, and Bob Bann; Local 1089 members Mike Veltan, Will Grace, Larry Poole, and Richard Steele; Local 1216 member Larry McCallum; and Laborers' Local 383 members Fidel Ponce, Victor Nunez, and Salvatore Givantes.

Nail-Driving Test



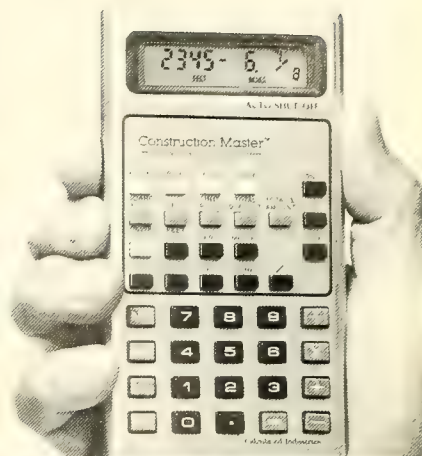
As Local 2463 in Ventura, Calif., reports: "We start them young." Pictured above is the local's nail-driving contest at the summer picnic.

Four More Tours, Hutcheson Forest

There are four more outings scheduled for the 1985-86 fall/winter season at the Hutcheson Memorial Forest in New Jersey.

The Hutcheson Forest is a 65-acre tract of primeval woodland acquired by the UBC and dedicated 30 years ago to the memory of William L. Hutcheson, one of the early leaders of our union. The tract is maintained by Rutgers, the State University of New Jersey, for research purposes. The university holds a series of tours on weekends, each year, free of charge to all visitors. The

tours are conducted by natural scientists and instructors from Rutgers. Hiking clothes are recommended. Trips leave from the entrance to the woods, which is on Amwell Road (Route 514) about 3/4 mile east of East Millstone, N.J. All tours begin at 8 a.m. This is the remaining schedule: December 1—Edmund Stiles, ecologist, tour guide. December 15—Peter Morin, zoologist, tour guide. January 5—James Quinn, botanist, tour guide. February 2—John Kuser, forester, tour guide.



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Steward Training in Alabama



Local 1317, Gadsden, Ala., members were recently a part of a steward training program. Pictured above, from left, are Jack Kelly, Wilbur L. Payne, Troy Jones, Lee Holderfield, Gene Day, and Alton Sanders.



The Jefferson County District Council in Birmingham, Ala., recently conducted the UBC steward training program, with the following participants. Front row, from left, are George E. Dodd, Robert A. Clark, Tom Graves, Eugene Carruba, and Ralph Evans.

Middle Row, from left, are Kenneth Williams, Wayne Burns, James Blackwood, Allen E. Johnson, and Bill Griffin.

Back row, from left, are Steve Summitt, Marshall Eddy, Buell Blackman, Don Townsend, and Wilbert Murry.

Hucks Stewards Train



The East Central Illinois District Council of Carpenters recently presented the steward training program, "Justice on the Job," to members of Local 1366, Quincy, Ill. Members of the local are employed by Hucks Fixture, where they make store fixtures for K Mart stores. Pictured, front row, from left, are Bob Ruff, Nancy Kaelber, Mark Hill, and William Jones Jr. Back row, from left, are Roy Vonderheide, Mike Jansen, Steven Schutte, Bruce Harmon, and William Acree, the district council representative.

Steward Training, Rockford



Business Representative Bill Buckler leads a discussion for 28 members of Local 792, Rockford, Ill., who took part in a recent steward training course.

Helping Teenagers

Continued from Page 7

in 20 or 30 years, as with other diseases."

A research team from the St. Louis center is now studying the results of a study of adolescent diabetics in the hope that ways will be found to teach young patients to handle their diabetes regimen.

Adherence is strongly related to family interaction, the investigators have found. Says Alan M. Delamater, assistant professor of psychology at Washington University in St. Louis and leader of the group, "The kids in poor control of their condition assumed an attitude of helplessness as a coping strategy: 'I can't do this.' 'There's no way I can succeed.' They think they have no control, so they engage in avoidance and wishful thinking to deal with stress."

Children from families in conflict often have poor control over their disease, the researchers have found. Specific behaviors by family members can help or hurt the diabetic child. For instance, Delamater administers the "Diabetes Family Behavior Checklist," developed at North Dakota State

University, which asks parents such questions as how often they:

- praise the child for following his or her diet,
- nag them about urine or blood testing,
- criticize them for not exercising regularly,
- encourage them to participate in sports activities,
- plan family activities that will fit into their diabetes self-care schedule.

One of the big problems in a poor family relationship is faking records, the psychologist says. "The kid learns, for example, that if his blood sugar level is high and he reports it honestly, he gets punished. So he doesn't do the blood test, or he fakes the results. The social demand is very great. Kids want to please their parents and doctors and avoid adverse consequences."

The St. Louis study challenges the old notion that common, everyday stress causes blood sugar to elevate in diabetic children. Rather than blaming stress directly, perhaps we should look at a different mechanism which triggers stress in the first place—behavior.

Illinois Locals Aid State Fair

Illinois Carpenters were part of a landmark event this year. As a result of cooperation between the state AFL-CIO and the Illinois legislature, an appropriation was granted, a foundation was formed, and a slab poured for a permanent Labor Building on the Illinois State Fair Grounds.

The Illinois State Council of Carpenters, the only Building Trades union involved, joined other AFL-CIO affiliates in manning a temporary Labor tent from August 8th through August 18th at the annual state fair. UBC members from all parts of the state turned out to help run the booth.

Secretary-Treasurer Dick Ladzinski of the UBC Illinois State Council reports that the public response was tremendous. Attendance peaked at 135,000 on the first Saturday. Reports Ladzinski, "We experienced continuous lines of people on Fridays, Saturdays, and Sundays that were eager for Buy American literature and were willing to listen and accept our half-minute presentation on housing costs. . . ."

WE CONGRATULATE

... those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

SCHOLARSHIP WINNERS



Local 1588, Cape Breton Island, N.S., recently presented its annual scholarships to five deserving students. Pictured with their proud fathers, from left, the winners are Gail MacNeil, daughter of Charles MacNeil; Moira MacLeod, daughter of Duane MacLeod; Connie Venedam, daughter of Joseph A. Venedam; Monica Warner, daughter of Robert Warner; and Lowell MacLean, son of the late Lorne MacLean.

SINGS FOR BUILDING

Local 1185 Chicago, Ill., member Ollie Thomas was a part of the labor force that helped install the 90,000 square yards of carpet in the new State of Illinois building in downtown Chicago, but that's not the only reason he was looking forward to the dedication ceremony. You see, Thomas was tapped to sing the "Star Spangled Banner" at the opening of the "Building for the Year 2000."



TO COUNTY POST

The Building Commission of Jefferson County, Mo., recently gained a new member. John Harvey Nichols, a past president of Local 2214, Festue, Mo., was appointed to the position. In addition to his term as president, the 31-year UBC member was also a delegate to the St. Louis District Council of Carpenters.

WICHITA SUPPORT

Volunteers from eight Wichita, Kan., area unions gave of their time and talents to provide the folks at the Claver Community Center with a cheery backyard garden. Members of UBC Local 201 were among the workers who made the lives of the mentally and physically handicapped residents at the Culver Center a little sunnier.

The garden plans included raised plots, a gazebo, a 6-by-24-foot pond with fountain, a round flower bed, a patio edged with planters, and all this surrounded by a red-wood fence. The yard will be accessible for the center's wheelchair-bound residents.



Demolishing a large storage shed was phase one of the community services project of Local 210, Wichita, Kan.

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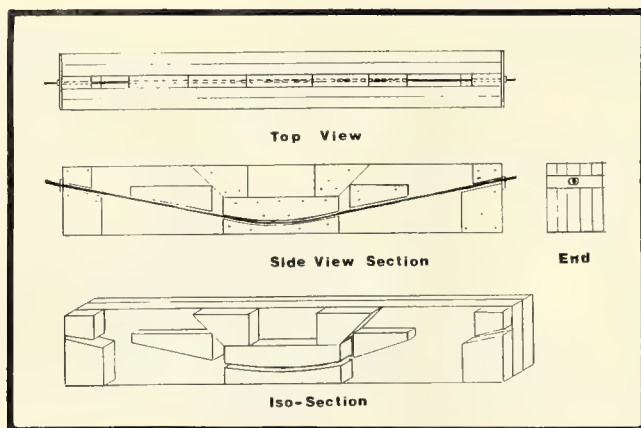
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Wooden Beam Identified by Many of Our Readers

Last July, *Carpenter* asked its readers what it might know about wooden beams such as the one illustrated above. Such pre-constructed beams, made out of 2" x 12"s and ranging in lengths up to 35-feet, were discovered during the renovation of an old hotel in Wheeling, W. Va.

Turner Construction Co., a Wheeling contractor involved in the demolition and renovation work, asked members of Local 3, Wheeling, if they'd ever seen this type of beam construction before and what it's called. We turned the inquiry over to our readers, and this was the response:

A retired member of Local 1497, Noel C. Tennison of Paramount, Calif., says he believes it's called a **gantry truss**.

Another Californian, George Pickett of Canoga Park, retired after 40 years of work, believes it's called a **torsion beam**.

WHAT'S IN A NAME

George Fischer of West St. Paul, Minn., a member of Local 87, says he doesn't know what the beam is called, but he produced one like it about 15 years ago.

"I was working on a house in Wisconsin. This was a small town, and I had to devise something that would carry 35 feet in the living room. I figured this beam out and erected it alone, piece by piece, using 2" x 12"s as shown, only the center piece was 3/4" plywood to receive the long rods. I included a plate at the ends. Everything worked out fine," writes Fischer.

Mike Nagle of Folsom, Pa., a member of Local 845, Clifton Heights, Pa., says the beam in Wheeling is a **belly rod truss girder**, and he sends us copies of pages from a book entitled *Building Construction and Superintendence* by

F. E. Kidder, architect, published in 1909. Referring to information in the book, Nagle tells us that such girders were used as early as 1897 and that local mills constructed such beams for many years. When spans exceeded 30 feet, the belly rod was added to give tensile strength.

Marlin Miller of Local 295, Collinsville, Ill., sends us copies of pages from an old book, too. His book is *Practical Carpentry*, a two-volume set by William Radford, published in 1907. Miller says, "Although the beams in the hotel probably have a lesser loading capacity (compared to some described in the book), they still incorporate the truss principle, utilizing the truss rods with turnbuckles."

A trussed girder diagrammed in the Radford book shows two 1 1/2" rods joined at the center by a turnbuckle and extending to the ends, where nuts were tightened to adjust tension. Miller suggests that all truss timber should be of Georgia pine.

Robert A. Zalewski of Local 531, Flushing, N.Y., suggests that they are simply called "**pre-stress beams**" and his description of the tension action is along the same lines.

Stan Missen of Rohnert Park, Calif., writes that he has seen such beams in England, where they're called "**pre-stress joists**" and "**crown beams**."

Joseph Garofalo of Local 17, Bronx, N.Y., says most of his work for 39 years has been restorations and alterations and that he has encountered such beams on the job. Garofalo says he has heard such beams called "**breast beams**" and "**pre-stressed laminated summer beams**."

Two members gave us detailed explanations of why the beams was designed and created in the illustrated manner.

Tony Farrero of Local 916, Aurora, Ill., says the Wheeling beam looks like a "**modified king truss**," which he studied as a civil engineering student at the University of Illinois. Farrero says that "basically, the cable, or steel rod, or metal band, and spread-post substructure give a 'virtual' rigid support to the beam in the middle, so, in effect, it's setting on three rigid posts." Farrero goes into x and y components and other engineering terms, but he showed us by diagrams how the upward thrust of a king truss is similar to the upward tension of the Wheeling beam.

TEXTBOOK CASE

Farrero sent us pages from a textbook entitled *Wood Engineering* by German Gurfinkel, one of his instructors at the University of Illinois. In the book, Gurfinkel states: "Wood can be used in combination with steel cables or rods to create truss-type structures known as **king or queen trusses**. In the past, when only solid-sawn lumber was available for design of wood structures, these trusses allowed large column-free areas. Presently, with the use of glue-laminated members, their potential has increased; as recently as 1971 king trusses were used for the structural system of a 2,000-seat hockey ring at Wesleyan University with a clear span of 1476 feet. Trusses consisted of a 12" x 42" glue-laminated member for the top chord, an 8" diameter inclined steel pipe as post and bridge-strand for the tension member."

Finally, we have a letter from Bob Price of Local 1246, New Orleans, La., who is a designer and estimator. Price gives us a long name for the beam—"a **bottom bearing tension bar girder beam**." He says the two blocks at top center in the side view of the beam transfer the load to the rectangular block at lower center, which is supported by the center tension bar, causing the beam to act as a bar joist. The two angular blocks on each side, above the tension bar, keep the tension bar from eating into the rectangular center block. Price points out that the beam can be jacked at the center while the nuts on each end of the tension bar are being tightened.

Price notes that many wooden beams were created during World Wars I and II, when steel beams were scarce, but today builders use, instead, 12" wide flange beams with camber, or they use bar joists which are designed with 1/8" camber in 10 feet, or, he says, we are forced to use whatever the Japanese mills have to offer.

In summary, what all this discussion of the beam in Wheeling boils down to is that there are many names for our subject, and they all seem to apply.

APPRENTICESHIP & TRAINING

South Florida Graduates 59 at Recent Banquet



The South Florida Carpenters Joint Apprenticeship and Training Committee recently held a completion banquet at the prestigious University Club high above downtown Miami, Fla. Thirty graduates of the class of 59 are pictured above. Front row, from left, are Waldo T. Lorente Jr., Edmond C. Willis, Frederick S. Goldenblank, Kenneth A. Beland, Jerome Harrell Jr., Steve Battard, Adilio Mendez, and Barry A. Stolzenfeld. Middle row, from left, are Frank James, Bruce S. Proctor, Michael Rufino,

Melinda J. Koken, Norman J. Brunelle, Curtis Crews, Jaime G. Arango, John P. Reeve, and John Szymula. Back row, from left, are John S. Gow; Kenneth A. Berghuis Jr., business representative; John Partridge, international representative; Morgan Green; Ronald W. Boudrieau Jr.; David L. Veargis; Anthony I. Hunt; Wilfred DeJesus; Roy L. Peterson; Jorge Miranda; David R. Batten; Leonardo O. Valdes; Randolph E. Smith; David T. Turman; and Timothy W. Sayre.

Grads Honored in Reno



Apprentice graduates from Carpenters Local 971, Reno, Nev., pose at their banquet at Harrah's in Reno. Kneeling, from left, are Graduates Julius Holler, Tony Dennison-Steinhauser, Jeff Carr, Jim Faber, Bill Oliver, and Russell May. Standing, from left, are Don Alford, Local 971 business rep. and JATC chairman; Bill Walker, training center instructor; B.J. Sullivan, vice president of Clark/Sullivan Construction and JATC member; Richard Bryan, governor of Nevada; Bruce Lucia, JATC coordinator; and apprentice graduate Doug Taliaferro.

Westchester County Graduation



Graduation ceremonies were held recently for 31 apprentices by the Westchester, N.Y., District Council of Carpenters. Representatives from the council's nine local unions were present as were Brotherhood, management, and apprenticeship training guests. Journeyman certificates were awarded and plaques for outstanding achievement were presented. Pictured above are, from left, District Council President James Nicholson, Second Place Honor Carpenter Louis DeLisa, Local 149, Tarrytown, N.Y.; General Executive Board Member Joseph F. Lia; District Council General Agent and Secretary-Treasurer Salvatore Pelliccio; Third Place Honor Carpenter James Romine, Local 149; First Place Honor Carpenters Mike Delia, Local 163, Peekskill, N.Y.; and Apprenticeship and Training Coordinator Robert McClernon.

Apprentice Graduation In Cumberland

Local 1024, Cumberland, Md., recently held its annual graduation of apprentices. Nine new journeymen were honored in the graduation ceremonies.

Among the guests of the local union were Second District Board Member George Walsh and Maryland State Council President Kenneth Wade.

Graduating apprentices of Local 1024 are asked to submit essays in an annual competition. This year's winning essay by third-year apprentice Thomas Conlon is reprinted at far right.



Winning essayist Thomas Conlon, third-year apprentice, at Local 1024, Cumberland, Md., graduation, being congratulated by Business Representative Dale L. Crabtree.



Cumberland, Md., Local 1024's class graduation picture shows, front row, from left, Journeymen Carroll Poland Jr., M. Thomas Wilt, Michael Ford, Timothy Donahoe, Glenn Miltenberger; former Local 1024 Business Rep. F. Patrick Allender; Second District Board Member George Walsh; and Journeyman Jose Roman-Capdeville. Back row, from left, Journeymen Mark Long, Charles Boyer, Marlon George, Thomas Logsdon; International Rep. Leo Decker; Business Rep. and Cumberland JAC Secretary-Treasurer Dale Crabtree; and Business Rep. and MD-DE State council of Carpenters President Kenneth Wade.



Pittsburgh Millwrights Graduation

Graduating apprentices of the Class of 1985 of Millwrights Local 2235, Pittsburgh, Pa., gathered at the graduation banquet with local officers for this photo. Front row, from left, are Bob Argentine, executive secretary, Western Pennsylvania district council; Paul Miller; Dan Ingham; Howard Pfeiffer; Paul O'Donnell, president; Ken Duschek; and Ray Mitchell, business manager. Middle row, from left, are Lauren Green; Art T. Lyon; John Henderson; Sheldon Landis; Mike Barlow; and John Parisida, treasurer. Back row, from left, are Jim Kempton, vice president; Tom Mucha, trustee; and Ed Kavanagh, recording secretary. Not shown, but graduating, are Irene Stefko, Emil Bosiljevac Jr., Ron Fowler, Bart Ciletti, and Ed Freeman.

Why I Chose The United Brotherhood Of Carpenters

by Thomas Conlon

Local 1024, Cumberland, Md.

An estimated 80,000 new carpenters will be employed over the next decade. Of the 80,000, many will be underqualified; some will be craftsmen. As a trained member of the United Brotherhood of Carpenters, I will be a competitive craftsman. As a trained member of the United Brotherhood of Carpenters, I am ready for the 1980s, and beyond.

With future career goals playing a major role in my choosing the Carpenters, the unions' meritorious past was considered. As the oldest organized trade in America, the Carpenters' roots can be traced to the Carpenters Company found in 1724. This group of colonial craftsmen joined together to lay out and construct much of the original streets and structures of Philadelphia. The Carpenters Company Hall, which was built by the group for assembly, was also used by America's first Continental Congress, also in 1724. The Hall is still maintained and a popular historical landmark.

While the Carpenters Company was an indirect link to the Brotherhood's founding, Peter McGuire is credited with establishing our organization. McGuire, considered father of the eight-hour day, started the Brotherhood in 1881. Since its inception, the Carpenters have grown, at one point, to around 800,000 members and nearly 2900 locals in all 50 states and many foreign countries.

Although a strong historical establishment helped in my choosing the Carpenters as a career, the educational opportunities presented by the unions' apprenticeship training program became an attractive means of obtaining the goal of competitive craftsman. While this goal dictated devoting four years to the program, it is but a small price to pay for the title of journeyman. Dedicated, intelligent instructors relate ways and means of the construction business in a first-hand experience approach. The apprentice is presented with trade data that only a journeyman carpenter could address. The instructors and apprenticeship committee deserve immense credit for the service performed to the Brotherhoods apprenticeship program.

With the career goal of journeyman carpenter, the hard-working mechanic can expect to earn an honest, comfortable living, if he is aggressive and willing to adapt. As another four years of the present Federal administration's anti-union stance is propelled, the carpenter, young and old, must realize we no longer have a featherbed to lay in. The companies that employ us owe nothing but a fair day's pay, only if we produce a fair day's work. Past abuse must be forgotten and new work attitudes must be forged into the minds of both apprentice and journeyman.

Only if a hard work, no-nonsense approach is strived for will trade unions survive. This approach should be a fundamental attitude driven into the heart and soul of all apprentices of all trades. As the reputations of all unions suffer, the trades must re-earn

Continued on Page 30



Graduates and guests at the Washington, D.C., and Vicinity 1985 apprentice graduation.

National Capital Area Council Graduates 82

Washington, D.C., and Vicinity J.C.A.C. recently held its 35th graduation at the Washington Hilton Hotel in Washington, D.C., for 82 graduating apprentices.

Pictured with the graduating class are Second General Vice President Anthony Ochocki, General Secretary John S. Rogers, and J.C.A.C. School Director Anthony J. Giaquinta.

Carpenter graduates are as follows: Jeff P. Acklin, Lester W. Allen, Dennis R. Atchison, Dewayne Baldwin, Larry R. Bradley, William F. Brillhart, James M. Bunch, Brian D. Butler, Danny Carter, Timothy I. Cole, Timothy A. Dalton Sr., John F. Donoghue, Robert D. DuShane, Mark A. Eyler, Keith R. Fields, Andre-Louis Fouant, Stephen V. Fuller, John R. Greet, Gregory S. Hall, Kenneth W. Hamilton, Roger A. Haynes Jr., Zachary D. Hess, Sheila Hicklin, Edward D. Hobbs, Donald E. Johnson, David W. Jones, Kevin W. Keats, Charles R. Kemp, Robert J. Kent, Anthony J. Keppler, Uriah Kniest, John C. Knight, Randy J.

Lee, Gerald V. Lendow, Timothy D. Little, Michael S. Long, Gregory A. Maddox, Keith O. Martin, Jose R. Martinez, Daniel K. May, Michael J. McConnell, Alan D. McIntire, Roland M. McIver, James K. Merkle, John M. Morel, Richard C. Moscati, Richard D. Millins, Charles J. Newman, Gregory A. O'Gwin, Richard A. Orban, John M. Partlow Jr., Darnell E. Poles, Gilbert E. Quigley, Roy S. Rafter, John W. Ramsey, Keith E. Raubaugh, Joseph J. Sade, Lino D. Santi, Thomas D. Schulte, Kevin J. Scott, David L. Seale, Daniel P. Shea, Mark K. Shoemaker, Michael A. Smith, Otis C. Smith, Mark K. Spilman, Dennis J. Sullivan, Bruce T. Swift Jr., Anthony Terrell, Nicholas A. Versis, John R. Weldon, Stanley E. Wharton, Steve A. Wilhite, and Donald W. Young.

Mill Cabinet graduates are Theodore M. Brooks, Mark S. Proctor, and John S. Shourds.

Millwright graduates are Jeffrey L. Blake and Robert D. Sperl.

Carpet-Layer graduates are Daniel B. Coe,



Highest Scholastic Award Recipient for the Washington, D.C., area Roland M. McIver, right, stands with William S. Prtichett, Joint Committee chairman, left, and Anthony J. Giaquinta, J.C.A.C. director, center.

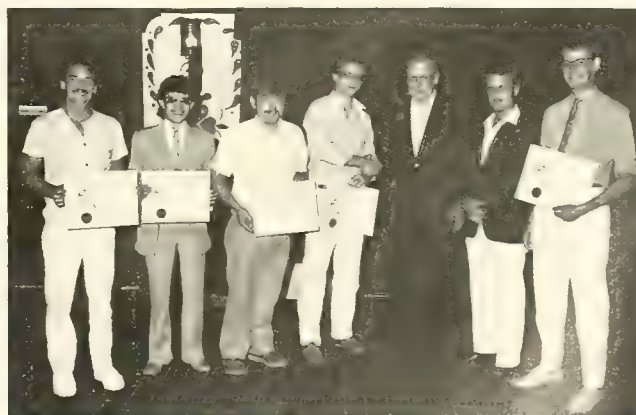
Kelly R. Hyde, and Roger C. Moore.

Highest Scholastic Award went to Roland M. McIver.



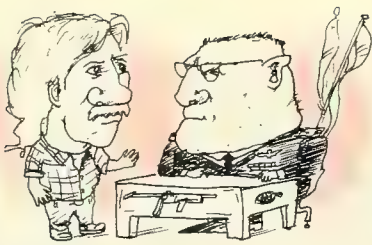
Desk For A Business Rep

Fourth-year apprentice Steven Young and third-year apprentice Charlie Lovette joined forces to create an oak desk with a pressure-laminated top for Business Rep. Neil Daley of Local 12, Syracuse, N.Y. The desk was built by Young and the top by Lovette who are pictured above with members of the apprenticeship class. From left: James Abare, Lovette, Daley, Young, John Sammons, and Coordinator Richard Matthews.



Recent Rockford Grads

Completion certificates were recently awarded to graduating apprentices of Local 792, Rockford, Ill., at a banquet at the Hoffman House. The new journeymen pictured above are, from left, Patrick Owens; Jose Rangel; John Jakoelew; Jeff Adams; Leroy Anderson, coordinator; Robert Stenstrom, chairman; and Kim Johnson.



HARDLY TACTFUL

A well-known speaker lectured to the members of a literary society, and at the end of his address the secretary approached him with a check. This he politely refused, saying it might be devoted to some charitable purpose.

"Would you mind," asked the secretary, "if we add it to our special fund?"

"Not at all," said the speaker. "What is the special fund for?"

"To enable us to get better lecturers next year."

USE UNION SERVICES

DUBIOUS DIAGNOSIS

Psychiatrist: Does your grandson present a behavior problem?

Grandmother: I don't know. I've never seen him behave.

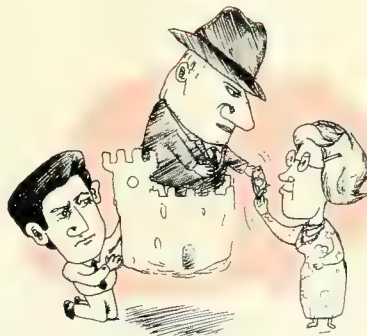
—*"Nancy's Nonsense"*

IMPORTS HURT * BUY UNION

STAYING POWER

An honest politician is one who, when he is bought, will stay bought.

LOOK FOR THE UNION LABEL



DREAM TIME

A psychology instructor defined certain types in his class the following way:

"A neurotic builds castles in the sky, a psychotic lives in these castles, and a psychiatrist collects the rent."



THIS MONTH'S LIMERICK

A venturesome fellow, quite brave,
Once explored an enormous old cave.

Though he searched all about,
Couldn't find his way out,
So he stayed, and he stayed, and he stayed.

—Doris E. Kelly
Westminster, Md.



PRIDE OF THE CORPSE

A young civilian breezed into the recruiting station one day and announced he wanted to enlist.

"Do you want a commission?" asked the recruiting officer.

"No thanks," was the reply. "I'm such a lousy shot that I'd be better off working on a straight salary."

ATTEND LOCAL MEETINGS

IT'S A BARGAIN

Farmers always pay extra for everything when buying a car from dealers. So when a car dealer wanted to buy a cow for his hobby farm, he got a bill from the farmer:

One Basic Cow	\$200.00
Two tone exterior	45.00
Extra stomach	75.00
Storage compartment	
dispensing device	60.00
Four spigots at \$10 each	40.00
Genuine cowhide up holstery	125.00
Dual horns	15.00
Automatic fly swatter	35.00
TOTAL	\$595.00

—John Sudan
Bigfork, Mont.

BE AN ACTIVE MEMBER

KEEPING A SECRET

Stella: "Molly told me you told her the secret I told you not to tell her."

Bella: "It's awful of her to have told you that. Why, I told her not to!"

Stella: "Well, I told her I wouldn't tell you she told me. So don't tell her I did."

LOOK FOR THE UNION LABEL

JUST FOR THE RECORD

The husband is the head of the house and the pedestrian has the right-of-way—just so neither of them insists on it.

BOYCOTT L-P PRODUCTS

TWO-FACED AND CRUSTY!

"You don't seem to realize on which side your bread is buttered," a mother told her little boy.

"What does it matter?" Replied the boy. "I eat both sides!"



GOSSIP

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AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

ONE FOR DINNER

A missionary and a very fierce looking lion met head on in an impenetrable jungle. Flight was out of the question; the missionary sank to his knees and prayed. To his astonishment, the lion did likewise.

"How miraculous," babbled the missionary, "to join you in prayer when just a moment ago I gave myself up for lost!"

"Quiet," ordered the lion severely, "I'm saying grace."

—*"Nancy's Nonsense"*

SUPPORT 'TURNAROUND'

NO NOOSE IS GOOD NOOSE

One carpenter, meeting another, said: "I'm sure sorry to hear about your brother falling through that scaffold and breaking his neck. Where was he working?"

"He wasn't working," replied the other. "He was getting hanged!"

BUY UNION * SAVE JOBS

PLEA BARGAINING

Have you heard about the man on trial for the murder of both his parents? Just before the judge sentenced him, he pleaded for clemency on the grounds that he was an orphan.



Smokestack Marks Site of First Union Town in Texas

A red brick chimney nearly 100 feet tall rises high above the little town of Thurber, Tex., 70 miles west of Fort Worth. It marks the site of one of the first major labor disputes in the Southwest and what was once one of the few 100% union towns in the nation.

Thurber was a thriving community of 10,000 people in the late 1880s when coal was discovered there, and the smokestack was used by a power plant supplying electricity to the Johnson Coal Company and the growing community which surrounded it. Thurber was one of the first towns in West Texas to have electric lights and its own water and sewer system.

The historic plaque beside the chimney, shown above, notes that Thurber was "the most important mine site in Texas for 30 years. Coal here, probably known to the Indians, was discovered in 1886 by W. W. Johnson, who, with his brother Harvey, sold out to Texas & Pacific Coal Company in 1888," which supplied fuel for the Texas and Pacific Railroad.

The Johnson Coal Company first opened the mine in Thurber in 1886. Two years later, it was unable to pay its employees, and they went out on strike. The mine was closed, and the company was sold to the Texas Pacific Coal Company.

The sale of the company didn't end labor troubles, however. Never officially re-employed by the new mine owners, the miners went on strike once more. Texas Rangers were brought in to keep the peace.

The town thrived for about 13 years, until union members demanded a "union shop." In 1903 the company agreed to allow the town to become 100% union.

Unfortunately, Thurber had only a few more years of glory. In 1917 oil was discovered at Ranger, Tex., 20 miles west, by W. K. Gordon, the manager of

Continued on page 30

'Le Grand Ramp'

New Jersey Members Save the Day for Displaced Baby Skunk

By Barbara DeBellis

A baby skunk became trapped in the base of a chimney on a construction site in Caldwell, N. J. It seems the skunk had been a resident of the wooded area which had been cleared to make way for the new homes and had been dislocated, wandering around the site in an attempt to figure out what was going on and what had become of his nest.

The construction workers became accustomed to having the baby around the would leave morsels of food from their lunches for the little skunk to feed on. They talked to him like he was one of the guys and considered him mascot of the job.

Early one morning the men arrived to find that the baby had fallen into an inaccessible hole and was unable to scale the verticle pitch in order to free himself.

Now you must visualize this burley crew of tough talking roughnecks all gathered in a circle looking into the hole talking baby talk to the frightened little fellow. In an attempt to figure out a way to get him out without hurting him, they ruled out a lasso and a few other ideas, until finally one piped up, "I got it, we're carpenters ain't we? We'll build him a ramp."

So "Le Grande Ramp" was constructed for little "Stinky" under the supervision of Pat Giannetta, construction super of Local 1342, Bloomfield, N.J.

Feeling good about themselves, they returned to their appointed stations, peeking over every so often to see whether the skunk had scrambled out. During their coffee break they went over to the hole, urging the little fellow out with cries of, "You can do it fella," and, "Hey stupid, put your foot on the board, one over the other, you get the idea?"—then, "Don't call him stupid ya big jerk, ya gotta talk nice to him."

Throughout the day, they were like frustrated mother hens checking on him,

urging him on and dropping food down. They left reluctantly at quitting time, concerned for the well being of their little charge and in the morning, rushed over to observe his progress. "He did it, he did it," one was heard to shout.

Yes, he did do it; during the night, "Stinky" had made his way up the ramp, built with rough, but loving hands.

He can be seen scurrying around the job and has taken up permanent residence among his new family. He won't have to concern himself with interest rates or eviction notices: Stinky has squatter's rights.



Diana Caligiuro reads every issue of the *CARPENTER*, and has just one complaint. Her father, Thomas Caligiuro, Local 6, Hudson County, N.J., "is a very hard worker and has been a carpenter almost all of his life," and has never been in the magazine. For Diana, Thomas, and with a salute to all the hard working UBC members that deserve recognition, pictured above is Caligiuro, a 20-year member currently employed with Nicaretta Construction Company in Bayonne, N.J.

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Bhopal and Beyond

Continued from Page 13

mittees; a National Response Team be established to assist the local committees; immediate notification be given to the local and national emergency response units and officials of any releases; and that Material Safety Data Sheets, required under OSHA law, be made available to the local planning committees and the public. This last provision is similar to the "Community Right To Know" laws that have already been passed in many states.

Labor has been lobbying hard for passage of this type of legislation, but would like the bills to go even further. They would require facilities to do safety inspections specifically geared towards prevention of releases.

These bills and the Superfund legislation are expected to pass Congress shortly. It may be some comfort to know that the thousands who died or got injured in the Bhopal tragedy one year ago provoked activity around the world to prevent future accidents. It's

sad that it took these deaths, though, to open up the world's eyes to this problem.

Smokestack Marks

Continued from Page 29

the Thurber mine, and most of the people of Thurber moved to the new boom town. Today there are less than 100 people residing in Thurber. The smokestack, several buildings, concrete foundations, rusty iron, and occasional piles of coal particles in brush-covered pastures are all that remain of Thurber's one-time greatness.

—Story suggested by William Pelzel, business representative, Local 411, San Angelo, Tex.; Photograph by Ross McSwain, San Angelo Standard.

Winning Essay

Continued from Page 26

the respect and hardworking image in the eyes of America. The aggressive, competitive craftsman is the key to our reputation and by adapting to the 80s and beyond, we will re-earn the image. The United Brotherhood of Carpenters will survive and grow; I am proud to be part of the best the carpenters trade has to offer.

L-P Boycott

Continued from Page 17

contribution program, as well as an additional \$8,000 of financial support. The contribution program is presently scheduled to continue until June 1986. At the recent New Jersey State Council convention, Council President George P. Laufenberg and Council Secretary William Devins, presented First General Vice President Sig Lucassen a check for \$15,000 for the L-P workers. An earlier contribution of \$15,000 from the Council was presented to General President Patrick Campbell in December of last year. The checks represent a \$1.00 contribution for each working member in the state. In addition, Local 2250, Red Bank, N.J., also has a \$1.00 per member voluntary contribution program for the L-P strikers.

"The generosity of our members in New Jersey both in terms of their willingness to give of their time on the boycott lines and their financial support to the L-P strikers and their families is a tremendous tribute to those Brotherhood members. Such support throughout the Brotherhood will help ensure that L-P's union busting actions which have destroyed the livelihoods of many of our members will not go unchallenged" stated General President Campbell.



New York State Member Finds Humor on the Job

Andre L. Noel is a carpenter by trade and a member of Local 350, New Rochelle, N.Y., but his special interest is art and cartooning. We plan to publish some of his cartoons from time to time. Two are shown below.

Noel was born in Belgium in 1949 and raised in New York City.

"As far back as I can remember, I was drawing," he says. "My education was centered in art schools."

At age 20 Noel began traveling around the country, and in 1977, at age 28 he joined the UBC in San Luis Obispo, Calif.

"A few states later . . . in Hawaii . . . I met my wife-to-be, Gillian. We decided to settle in New York," he adds. "I guess after so much traveling, we felt that it was time to plant roots, and New York seems to have the best of everything."

The Noels live in Yonkers, N.Y.





No Bargain for Consumers

Do imports mean lower prices for the American consumers?

A closer look at the costs of imported and American-made shirts shows who really profits from low-wage foreign imports.

Three foreign-made shirts get the same \$18 price tag as an identical American-made garment, meaning big profits for retailers and no savings to consumers.

In another example, the Clothing and Textile Workers compared the costs of men's long-sleeve broadcloth shirts manufactured in America and overseas and then reviewed the price tags set by a major retailer.

The wholesale cost of the made-in-America shirt at \$6.50, plus the retailer's 100% markup, made the total retail price \$13.



Retailers and their lobbyists who insist that consumers benefit from the onslaught of imports from low-wage countries have some explaining to do. The shirt made in the United States retails for the same \$18 price as those coming from Taiwan, Guyana, and Colombia.

The cost of the same shirt made in Korea was \$4.25, including labor, shipping, and tariffs. The retailer added a 206 percent markup of \$8.75 and sold the shirt for \$13.

For every imported shirt sold, the retailer made an extra \$2.25. On an annual basis, the union found, the retailer imported 250,000 dozen shirts for a total additional profit of \$6.75 million.

Imports may be cheaper to make, particularly in Korea where wages average 79 cents an hour, or China, where clothing workers earn 16 cents an hour, but

they're no bargain for American consumers and workers.

Imports have wiped out 300,000 apparel and textile jobs since 1980, and over the next five years two million more jobs will be lost unless imports are controlled, apparel unions estimate. Last year textile and clothing imports grew 32%. They have doubled since 1981 and now control over 50% of the U.S. market.

Organized labor has urged Congress to adopt the Textile and Apparel Trade Enforcement Act to limit imports.

Do Aerosols Pollute Your Home?

BY PHILLIP L. POLAKOFF, M.D.

Director, Western Institute for Occupational/Environmental Sciences

Air inside the home can sometimes be more polluted than the air outside, according to some researchers. A major source of this home air pollution may be aerosol sprays.

A quick check around the typical American home probably would reveal one or several aerosol-dispensed products—hair spray, deodorant, air freshener, shaving cream, and a whole arsenal of household cleaning supplies, to name just some of the most popular applications.

Most people buy aerosol-sprayed products for convenience. They're easy to use. But having said that, you've just about run out of good things to say.

They generally cost more. They create a disposal problem. Aerosol "bombs" can't be recycled because they ruin metal shredders.

Americans make up 5.4% of the world's population, but we consume 30% of the earth's natural resources.

The economic impact on consumers and the squandering of the earth's resources are not the whole story. The potential adverse health effects of aerosol sprays must also be considered.

Aerosol propellents can damage the body surfaces. Because they dissolve fats and remove natural oils, halogenated hydrocarbon propellents can cause skin irritation. Spraying into the eyes can cause cornea irritation.

Nitrous oxide, used in certain food products and shaving lathers, and methylene chloride used in hair sprays, can produce an anesthetic effect.

Toiletries and personal care items that are propelled by aerosols should be used with special care. They are generally used in confined spaces, such as the bath or dressing room. They are often used in close proximity to the eyes and breathing area of the user. Hair sprays, deodorants, perfumes and colognes fall into this category.

Inhaling these mists could irritate the lungs and respiratory tract in susceptible individuals. The eyes are also sensitive to such sprays.

The proliferation of aerosols on store shelves creates the impression that we cannot function without them. But a little ingenuity—ask grandmother if you need some hints—and careful shopping will turn up some quite satisfactory replacements. They'll probably be more economical and less potentially harmful, less wasteful.

Here are some aerosol substitutes that a

lot of people have found to be just as effective:

- **Breath fresheners.** A rinse with warm salt water is better.
- **Deodorants.** Roll-ons, sticks and creams last longer, and you don't run the risk of breathing the propellant.
- **Depilatories.** Try a razor. It won't cause the dermatitis that some chemicals can.
- **Hair care.** Use liquid hair conditioners and wave setting lotions.
- **Furnitures and colognes.** Liquid and pump sprays work just as well.
- **Shaving cream.** Brush and shaving soap are more economical.
- **Air fresheners.** Open a window, burn scented candles or incense, or leave a bowl of diluted ammonia in the room to remove a bad odor.
- **Furniture polish and wax.** Liquid or paste applied with a cloth works wonders.
- **Glass cleaners.** Pump spray cleaners or ammonia diluted with water work just as well.
- **Household cleaners.** Use liquids.
- **Oven cleaners.** Use pastes, or leave a small bowl of ammonia overnight in the oven before cleaning.
- **Spot cleaners.** Use liquids or pastes.

Substitutes must also be used with care. Avoid breathing ammonia fumes. Avoid prolonged skin contact with cleaners. Wear rubber gloves for big jobs. But at least you won't have to worry about what's in the aerosol mist.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Topeka Club Busy



UBC Retirees Club No. 42 has enjoyed many interesting meetings since its charter in the fall of 1984. If there are any retirees in the Topeka, Kan., area who are not yet involved with them, you're welcome to join. Shown above are the officers of the club. In the front row, from left, are Kenneth Lantz, trustee; Chas. M. Miller, president; and Irene Jenkins, secretary. In the back row, from left, are Olof Rubin, trustee; Victor Saia, trustee; and Phillip Rolsing, vice president.

Anaheim Retiree Aids Local Family

We recently got wind of a good deed done by one of our retirees on the West Coast. A retired carpenter from Local 2203, Anaheim, Calif., coordinated a special group of concerned citizens from the city of Cypress, Calif., to come to the aid of a widow and her young son. The Broadaways had just lost their husband and father, Everett Broadaway, after an extended illness. During that time he had fallen behind in payment of bills and had been unable to keep up repairs on their home.

Our anonymous carpenter and 13 other neighbors got together to collect funds and make repairs on the Broadaway residence. They then arranged for further work to be done by the Home Improvement Office of Orange County's Housing and Community Development Program Office. Representatives from that office were so touched by the compassion and generosity of this group and their humble leader, they sent a letter to the Mayor of Cypress praising the UBC retiree.

Join the activities of the Retirees' Club in your area. If there are no UBC Retirees' Clubs close by, write the UBC General Secretary in Washington for information on how to start one.

Local 22 Retiree Sees History Rerun

Do you remember 1929?

That's a question Hugh Dozier, retired member of Local 22, San Francisco, Calif., asked the editor in a recent letter.

"I remember it vividly," Dozier continued. "I was 20 years old during that fateful year. The year began on a high note with the Hoover administration predicting 'a new era in prosperity for American capitalism.' In '29 they still called it capitalism. Today, we use a modern term. President Hoover embellished that prediction with glowing rhetoric, promising 'two chickens in every pot and two cars in every garage.' And, never was heard a discouraging word!

"I remember a surging stock market, reaching new highs almost daily, with Wall Street bankers eagerly lending money to voracious speculators who plunged into an orgy of human greed never before witnessed.

"On the other side of the coin, I remember bank failures (small banks, of course) all across the nation in record numbers, more than 5000 during the years of the Hoover administration. I remember, also, a great many farm foreclosures that displaced families from land their ancestors had farmed for generations.

"I remember, too, a so-called 'free trade' policy which is always revered by wealthy conservatives that opened the floodgates to an influx of foreign imports, idling thousands of our own workers. It has been reliably estimated that unemployment reached approximately 30% during the early years of the Great Depression!

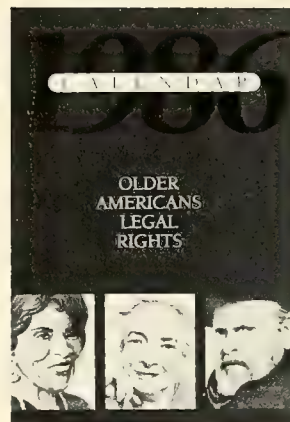
"Then, one awful day in November, our entire economic and financial structure collapsed like sand castles dissolved in a high tide.

"Herbert Hoover's hard-hearted attitude toward our desperate plight brought about his defeat in his bid for re-election.

"In 1929, there was no unemployment insurance, no public welfare, and no social security. If one was out of work and out of money, he was just plain out of luck. The voters simply expressed their displeasure with an administration that ignored the needs of the people and toyed with disaster while they enriched themselves. Then, Franklin Delano Roosevelt was elected as our 32nd President. He and his new Cabinet lost no time in charting a new course!

"F.D.R.'s inaugural address set the stage for a phenomenal development of a new social and economic philosophy that would lift this nation out of its despondency and restore the people's faith in government and their hope for a brighter tomorrow. I shall never forget those words that he spoke with great assurance: 'We have nothing to fear but fear itself.'

"History can be useful to us only if we remember that those who choose to ignore the lessons of history are doomed to repeat that history!"



1986 Legal Rights Calendar

Are you aware of the effect that transfer of property will have on your eligibility for Medicaid if you go into a nursing home? Or the legal implications if you put someone else's name on the deed to your home? Do you know what to watch for when you sign a contract? Or how to protect yourself when arranging home improvements? If you want answers to these and other legal questions, the 1986 Legal Rights Calendar may be the best present you could give yourself for the new year. These calendars also make thoughtful gifts and are a great item for raising funds for clubs.

Whether it's selecting a nursing home, buying or selling real estate, or creating a power of attorney, this desk calendar will help you understand your legal rights. Written in easy-to-understand language by experts in laws affecting older people, the calendar addresses such possible problem areas as retirement benefits, taking care of your financial affairs if you have a serious illness, refusing medical treatment, and much more. Also featured is current information about Disability Insurance, Social Security and Medicare, Pensions and Peer Review Organizations. A comprehensive reference and resource list is included.

The calendar is published by Legal Counsel for the Elderly (L.C.E.), a non-profit organization sponsored by the American Association of Retired Persons. L.C.E. receives funding from the U.S. Department of Health and Human Services' Administration on Aging; D.C. Office on Aging; D.C. Bar Foundation; Legal Services Corporation; and private sources.

This illustrated, 8½ × 11" calendar is available for \$4.95; or for orders of 25 or more, the cost is \$4.00 per copy. Your money will be refunded if you are not satisfied. Send check or money order to: 1986 Legal Rights Calendar, P.O. Box 19269-L, Washington, D.C. 20036. Please allow 6 to 8 weeks for delivery.

Service To The Brotherhood



LEHIGH VALLEY, PA

O'Dillen Frantz of Local 600, Bethlehem, Pa., marks 73 years of service in the UBC this month. He was initiated on Sept. 16, 1912. This 96-year-old youngster can't get around as much as he used to; so he keeps busy by making sure that the workers of the home he lives in do their best jobs well and by working on smaller projects with the sandpaper and glue his son provides for him. Brother Frantz now resides in the Leader Rehab Center, Pottsville, Pa.



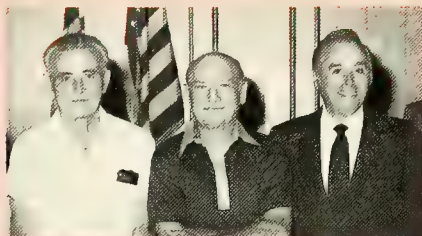
A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.



Milltown, N.J.
Picture No. 1



Milltown, N.J.
Picture No. 2



Milltown, N.J.—Picture No. 3



Milltown, N.J.—Picture No. 4



Milltown, N.J.—Picture No. 5



Milltown, N.J.—Picture No. 6



Milltown, N.J.—Picture No. 7



Milltown, N.J.—Picture No. 8



Milltown, N.J.—Picture No. 9



Milltown, N.J.—Picture No. 10

MILLTOWN, N.J.

At their recent annual awards dinner, members of Local 1006 were presented with service pins for their dedicated years in the UBC.

Picture No. 1 shows 55-year member Herman Newlin.

Picture No. 2 shows 50-year member J. Howard Kern.

Picture No. 3 shows 45-year members, from left: Conrad Heffron, Julius Fekete, and Louis Venute.

Picture No. 4 shows 45-year members, from left: Elio Zarous and William Belloff Sr.

Picture No. 5 shows 40-year members, from left: Steve Siro, Theodore Farmer, Nicholas Fornarotto, Eugene I. Jennings, and Joseph Neuman.

Picture No. 6 shows 35-year members, from left: Joseph Pesetsky, Thomas Teneralli, Robert Clausen, Walter Pesetsky, Albert Small, Walter Kulakovich, and Marvin Suydam.

Picture No. 7 shows 35-year members, front row, from left: Weniamin Nesenjuk, Tadeus Zochowski, John Hehn, and Walter Reisert.

Back row, from left: Henry Olsen, Charles Kohlhepp, Harold Buckelew, Donald Unkel, Samuel Minor Sr., Anthony Giorgianni, and Stephen Luczkow.

Picture No. 8 shows 30-year members, from left: John Kelly, Richard Mayer, Adam Konopka, and Emilio Caprio.

Picture No. 9 shows 30-year members, from left: Orville Norby and Ramon Bolen.

Picture No. 10 shows 25-year members, from left: Evans Williams and Walter Thederahn.

Picture No. 11 shows 25-year member Walter Wadle.



Picture No. 11



Miami, Fla.—Picture No. 1

MIAMI, FLA.

At a special call meeting, members of Local 2024 with longstanding service were presented with service pins, while three generations of the Powell family (all of them UBC members) posed for a picture.

Picture No. 1 shows the Powell family, from left: Carl T. Powell III, Carl T. Powell Sr., and Carl T. Powell Jr.

Picture No. 2 shows 45-year member Carl P. Anderson.

Picture No. 3 shows 40-year member Carl T. Powell Sr. receiving a UBC ring from Financial Secretary Paul Walker.

Picture No. 4 shows 40-year member Elmer Morris receiving a UBC ring from President Robert Stephenson.

Picture No. 5 shows 40-year pin recipients, from left: Tony DiTomasso and Herbert Kelm.

Picture No. 6 shows 35-year members, from left: William Schneider, James McCoy, and Richard Lindabury.

Picture No. 7 shows 30-year members, from left: George Gibson, C. Lloyd Brooke, Alden Saver Jr., Carl T. Powell Jr., and Gentry Prather.



Picture No. 2



Hinsdale, Ill.

Picture No. 8 shows 20-year members, front row, from left: Steve Rappaport, James Penny, Terry Greene, Allan Watson, and James Thompson.

Back row, from left: Don Dowling, William McGraw, Peter Masiko III, and George M. Hand.



Miami, Fla.—Picture No. 3



Miami, Fla.—Picture No. 4

HINSDALE, ILL.

Millwrights and Machinery Erectors Local 1693 celebrated the 75th anniversary of the founding of the local this year, and among the special events held to commemorate the occasion was a pin presentation ceremony. Pictured with their commemorative plaques are, from left: 55-year member Thomas Carapezza, and 60-year members Albert Frieden, William Ritchie, and Walter Anderson.

Standing behind them are, from left: Earl Oliver, president and business representative; William Cook, executive vice president, Chicago and Northeast Illinois District Council; W. Bud Hine, business manager; and William Gundich, financial secretary-treasurer.



Miami, Fla.—Picture No. 5



Miami, Fla.—Picture No. 6



Miami, Fla.—Picture No. 7

SALEM, ORE.

Six members of Local 1065 were recently awarded service pins for their longstanding service to the brotherhood. Pictured, from left are: 30-year member Andy Ringnald, 20-year member Ronald Howard, 30-year member Merlyn Morgan, 30-year member Harlan Long, 35-year member Alex Agalzo, and 30-year member Harold Braff.



Salem, Ore.



Miami, Fla.—Picture No. 8

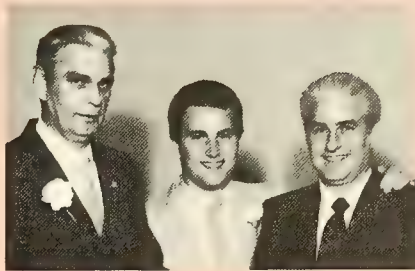


SAN JOSE, CALIF.

Local 316 recently gave a pin party for 25 and 50 year members. In attendance were H. H. Landey Jr., Santa Clara County District Council executive secretary; Anthony Ramos, California State Council of Carpenters executive secretary; and special guests 68-year member William Holayter and 58-year member Frank Davis.

In the picture are 25-year honorees: Refugio Avila, Leonard Balderrama, William Bettencourt, Frank Borunda, Robert P. Brewster, Walter Buller, Ray A. Carrillo, Richard R. Coatney, Clarence R. Cox, Joe DeLaRosa, Hank Dyksma, Allen R. Edwards, David A. Eigenman, Ramon Enciso, Arthur G. Falk, Morton H. Gibbons, David Gaxiola, Louis P. Gisi, Alan J. Hamilton, Jessie T. Harris, Peter Hernandez, Elmer C. Honea, Jr., John Kochever, Lem L. Ledford, Roger Leischner, Joe Lopez, Brogdan T. Maciejewski, John M. Mercurio, Robert R. Montijo, Thomas L. Morton, J. Robert McCown, Apolinar M. Moreno, Salvador Navarro, Von Needham, Ernest H. Olbricht, Frank Orosco, Henry Pendergraft, Vittorio Peruch, Johann K. Pfanner, Elmer D. Phillips, Lloyd L. Potts, Raul Quesada, Mike J. Rauschnot, Steve S. Rebagliati, Courtney Slynstad, John E. Steele, Floyd E. Sutton, James W. Taylor, Refugio Trujillo, Rudy C. Valente, Sr., Bontscho Valtisheff, Tito Vasquez, Lawrence A. White and Charles Yllan.

Honorees of 25 and 50 years of service unable to attend were: Marvin Hunter, Harold H. Johnson, Andrew D. Flores, James M. Gallizioli, Paul Herrera, Filomeno Lima, Jack McCalister, Pacomio Quezada, Robert G. Taylor, James E. Tonkin, Vincent G. Trujillo, Gary Alcorn, Willi Behrens, James Bowermaster, Anthony Breslin, Donald Caravayo, Jess J. Cline, Jimmy O. Duff, Jose H. Enriquez, Rodman Fitsemoms, Isidro A. Gomez, Donald D. Goyette, Glen R. Harper, Arvil Houts, Donald V. Iott, Beve Jordan, Leo Keiser, Osvaldo Morales, Sol B. Ernest, Thomas Mortensen, James R. Myers, Norman Shelley, Edgar P. Smith, Henry W. Stephens, Max E. Unser, Douglas Walker, Joji Yorita, and Frank Zajec.



Pittsburgh, Pa.

PITTSBURGH, PA.

Millwrights Local 2235 recently awarded service pins to those with many years of membership in the UBC. Pictured is Business Manager Ray Mitchell, left, presenting to Art Lyon, a second generation millwright, a 25-year pin. Lyon was the first graduate of the area's apprenticeship program. With him is Art T. Lyon, center, the family's third generation millwright who recently received his completion certificate.



New Castle, Del.—Picture No. 2



New Castle, Del.—Picture No. 3

NEW CASTLE, DEL.

Local 626 took some time to honor members with 20 to 45 years of service, presenting them with UBC pins during a special ceremony.

Picture No. 1 shows 45-year member Stanley Faux.

Picture No. 2 shows 40-year members, from left: Stanley Pienkos and Ned B. Lucas.

Picture No. 3 shows 30-year members, front row, from left: James H. Naylor Jr. and William J. Taylor. Back row, from left: J. Stanley Adams, John R. McMillan, and George Squares Jr.

Picture No. 4 shows 25-year members, from left: Albert W. McCullough and Peter J. Mulrooney.

Picture No. 5 shows 20-year members, from left: Charles A. Skinner, Franklin J. Hutchinson Jr., and Norman B. Harris.



New Castle, Del.—Picture No. 4



New Castle, Del.—Picture No. 5

AUGUSTA, GA.

The members of Local 283 recently awarded pins to members with 20 to 55 years of service to our organization.

Picture No. 1 shows 55-year member G.G. Daniels.



Augusta, Ga.
Picture No. 1

Picture No. 2 shows 45-year members, from left: Chester McDade and Laurie B. Gilliam.

Picture No. 3 shows 40-year member G.L. Matthews.

Picture No. 4 shows 40-year member W.A. McAlhany.

Picture No. 5 shows 40-year members, front row, from left: W.L. Templeton, Larry Sikes, Tommie H. Smith, and Walter Murphy.

Back row, from left: E.B. Ivey, J.B. Kendrick, C.E. Polatty, W.B. Hodges, and John M. Craft Sr.

Picture No. 6 shows 35-year members, front row, from left: Ralph E. Stanley, William H. Donathan, Henry H. Hall, and Marion Reid.

Back row, from left: Kearney M. Shealy, Ernest C. Mundy, Wallace J. Cagle, S.H. Melton, and J. Harold Dye.

Picture No. 7 shows 30-year member Ansel E. Hand.



Augusta, Ga.
Picture No. 7

Picture No. 8 shows 30-year members, front row, from left: Larry Q. Posey, Henry T. O'Neal, Comer C. Claxton, Hammond Boyd, Rufus C. Culbreath, Billy M. Gay, and Leonard P. Mays.

Middle row, from left: Eddie Wilkerson, Raymond F. Snipes, Carl D. Rabun, Mike R. Vanegas, Louis G. Walden, and W.G. Wellmaker.

Back row, from left: Ira E. Hendrix, W.C. Rhodes, and Clarence P. Young.

Picture No. 9 shows 25-year members, from left: Thomas E. Roberts, Albert T. Botson, and Carl Chalker.

Picture No. 10 shows 20-year members, front row, from left: Fred D. Key Sr., Jack R. Kennedy, J.N. Starling, Harry F. Williams, Larry P. Dorn, W.C. Miller, and Euler A. Talbert.

FOUNTAIN, FLA.

John Pacher Sr. of Local 875 has been a proud member of the UBC for over 46 years. He retired in 1962 and, at age 88, is enjoying his retirement in Chipley, Fla.



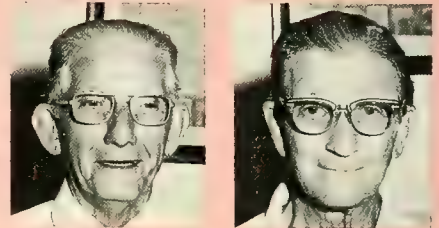
Middle row, from left: Johnny Amerson, Roy J. Flanders, Bobby J. Eubanks, William T. Williams, Hubert Hayes, Charles B. Kight, and Howard H. Fuicher.

Back row, from left: James E. Johnson Sr., A.J. Priest Jr., John P. Remler, William C. Mullins, Milton Dowd, and Alex Powell.

Also honored, but not pictured were: **50-year member** James R. Partridge; **45-year members** W. Edward Macky and Carlsey Scott; **40-year members** J.R. Smith, W.L. Stevens, Woodrow W. Toole, R.L. Waters Sr., James Wren, Edward Bruggeman, L.T. Daniels Jr., Albert L. Denard, F.M. Faulkner, Floyd C. Hegler Sr., Leslie R. Meek, Arlington C. Milford, Robert E. Neal, and W.H. Newsome; **35-year members** W.D. Alewine, C.W. Axton, Grady L. DeLaigle, W.C. Fox, Johnnie H. Freeland, Mack E. Freeman, Grover Hammond, James E. Harris, Robert L. Johns, Frank Marioni, Carl D. Martin, Milledge C. Morris, R.H. Partridge, Ralph J. Patton, Theodore R. Peterson, Charlie T. Renfrow, Thomas R. Tankersley, Charlie M. Turner, Durward A. Wright, and J. Hayden Wright; **30-year members** Calvin Chance, Harold E. Craig, Henry L. Deese, John DelGenio, Gabriel J. Dion Sr., Dennis Funderburk, Arthur M. Gay, James B. Holland, Robert E. Johnson, John W. Logue, John T. Mathis, J.C. Milburn, Harrison Morris, E.W. Patterson, Charles L. Porcher, Elmer T. Price, Vernon Rachels, John O. Sheppard, Dempsey N. Smith, W.T. Taylor, Dillard Thigpen, and Sammie L. Willis; **25-year members** Denver J. Bishop, Thomas O. Cushman, Charles Dean, Mack H. Kirby, Joseph B. Metts, Leonard Percival, Tommy Proctor, and Carl V. Usry; and **20-year members** Guy S. Adams, Donald Benson, George Benson, Lester Brinson, Manis T. Davis, James E. Favors, Fred D. Gay, Raymond R. Glover, John S. Hoover, Harvey T. James, Billy B. Jones Sr., William M. Keller, William E. Kennedy, Jimmy O. Knight, Cooledge Lewallen, James A. Poole, Robert Porter, Paul E. Powers, Lynn J. Reeves, and Bobby Wren.



Augusta, Ga.—Picture No. 2



Augusta, Ga.
Picture No. 3

Augusta, Ga.
Picture No. 4



Augusta, Ga.—Picture No. 5



Augusta, Ga.—Picture No. 6



Augusta, Ga.—Picture No. 9



Augusta, Ga.—Picture No. 8



Augusta, Ga.—Picture No. 10

in memoriam

The following list of 621 deceased members and spouses represents a total of \$1,073,598.23 death claims paid in September 1985; (s) following name in listing indicates spouse of members

Local Union, City

- 3 Wheeling West, VA—Austin R. Williams.
- 7 Minneapolis, MN—Edmund E. Vadnais, Harry E. Christenson, Joseph J. Gasior, Judith E. Mathisen (s), Leif Clabo, Nels Carlson, Wilfred Earney.
- 8 Philadelphia, PA—Harold A. Johnson, Samuel Karasow.
- 9 Buffalo, NY—James Bilger, Toivo Salo.
- 10 Chicago, IL—Dewitt C. Brewer, Frank A. Torba, Roberto Lopez.
- 11 Cleveland, OH—Alfred R. Walborn, Charles Pickett, Edward A. Frey, Robert D. Fenderson.
- 12 Syracuse, NY—John Vassenelli.
- 13 Chicago, IL—Charles Chiappa, Gustaf A. Lindquist, John S. Dombrowski, Ralph L. Sawvell.
- 14 San Antonio, TX—Albert D. Elkins.
- 16 Springfield, IL—Agnes C. Kuchar (s).
- 17 Bronx, NY—Alfred Capua, Domenick Lusina, Frank H. Walle, George W. Palmer, Matteo Yuranich, Remo Forcino, Vincent Fusco.
- 18 Hamilton, ON, CAN—Gerard Verhaeghe.
- 23 Williamsport, PA—Claire H. Wilvert (s).
- 24 Central, CT—Ovilia P. Pineault, Raymond J. Humphries.
- 27 Toronto, ON, CAN—Domenico Olivieri, Salvatore Valotta.
- 35 San Rafael, CA—Edna Mae McKinnon (s).
- 36 Oakland, CA—Eugene R. Anderson, Glenn V. Baker, Harvey W. Hannigan, Robert W. Schwinger, Verva L. Cherveny (s).
- 41 Woburn, MA—Albert Lombardi, Charles C. Lavacchia, John F. Carney, Lillian Fitzpatrick (s).
- 42 San Francisco, CA—Edward T. Ryall.
- 43 Hartford, CT—Henry Saaf, Ivar Andersen.
- 44 Champaign Urbana, IL—Margaret Oshea (s).
- 47 St. Louis, MO—Dorothy M. Wendt (s).
- 48 Fitchburg, MA—Thomas A. Manketelov.
- 50 Knoxville, TN—Alvin Arthur, George Murphy, Nanie E. Dickerson (s), William J. Hutchens.
- 54 Chicago, IL—Edwin Stoll, Joseph Mateja.
- 55 Denver, CO—Claude W. Arnell, Helen L. Winn (s), Julius Hughes.
- 58 Chicago, IL—Ida Lorentson (s), John R. Lidbury.
- 60 Indianapolis, IN—Ronald W. Reeves, Walter E. Ellis.
- 61 Kansas City, MO—Harold R. Gorham, Leslie H. Ramsey, Jr.
- 62 Chicago, IL—Arthur O. Nickelson.
- 63 Bloomington, IL—James E. Gault, John M. Litherland, Thomas W. Maloney.
- 64 Louisville, KY—Clyde Alvey.
- 67 Boston, MA—Catherine F. Carlson (s), Harry Babener.
- 73 St. Louis, MO—Leonard F. Bengard.
- 74 Chattanooga, TN—Ruth Smith (s).
- 80 Chicago, IL—Charles Alessandro, John Wade.
- 85 Rochester, NY—Agnes C. Rogers (s).
- 87 St. Paul, MN—Charles Kirk Lewis, Coral M. Nelson (s), Gertrude Emma Guthrie (s), Herman R. Schurbring, Hildur Rundquist (s), Lorraine M. Kolstad (s), Nels P. Jensen, Robert T. Rodgers, Walter O. Albrecht.
- 89 Mobile, AL—T. Frank Dees, Thomas B. Buhring.
- 90 Evansville, IN—Delmas Ray Russell, Helen M. Effinger (s).
- 91 Racine, WI—Joseph P. Wagner, Nellie Koch (s).
- 94 Providence, RI—Albert Fournier, Arthur Hill, Pasquale Ranone, Roland Manchester.
- 100 Muskegon, MI—Walter A. Boerma.
- 103 Birmingham, AL—Clinton J. Glover.
- 104 Dayton, OH—Charles W. Saunders.
- 105 Cleveland, OH—Michael P. Clapacs.
- 106 Des Moines, IA—Gladys Young (s).
- 111 Lawrence, MA—Florence P. Prenaveau (s).
- 112 Butte, MT—Edward Lindquist, Raymond J. Cote.
- 113 Middletown, OH—Beatrice M. McDaniel (s), Herbert R. Cannaday, James Eversole, John Miller, Richard F. Saurber.
- 118 Detroit, MI—Clarence Hawkins, Elizabeth Fox (s), Evelyn Frederick (s), George T. Houghton, Helen Schmidt (s), Sulo H. Kallio, Torrance E. Harling, William Frederick.
- 121 Vineland, NJ—Jennie L. Heick (s).
- 131 Seattle, WA—Audrey M. Wines (s), Frayne B. Whitlock, William A. Thatcher.
- 132 Washington, DC—Florence Violet Barnard (s), Howard M. Mabry, Leon L. Magruder, William S. Katz.
- 133 Terre Haute, IN—Geraldine Cochran (s).
- 135 New York, NY—Dora Parker (s).
- 141 Chicago, IL—Arthur Pitula.
- 144 Macon, GA—Hanson Towns, Luther Paul Elrod.
- 149 Tarrytown, NY—Robert Buccini.
- 155 Plainfield, NJ—Lloyd Lindsley.
- 165 Pittsburgh, PA—Alvin T. Hulker.
- 171 Youngstown, OH—Felix Leonelli, James T. Doran, Kenneth J. Banks.
- 174 Joliet, IL—Arthur Wall, Charles Danielson, Frank J. Slayco.
- 180 Vallejo, CA—Frank R. Hall, Norman D. Bennett.
- 181 Chicago, IL—Jens Jensen, Rudolph Baumgartner.
- 182 Cleveland, OH—James G. Schurdell.
- 183 Peoria, Illinois—George A. Berry.
- 184 Salt Lake City, UT—Harold G. Rooney.

Local Union, City

- 185 St. Louis, MO—Alex Sobo.
- 186 Steubenville, OH—George Kireta, Homer S. Burkey, Joseph Blabac, Ralph Tice.
- 191 York, PA—Gloria M. Anderson (s).
- 198 Dallas, TX—Cecil E. Askins, Louis E. Johnson, Searcy M. Smith, Vera Baker (s).
- 200 Columbus, OH—Frank W. Wright, Mildred I. McClaskey (s), Oliver T. Innis.
- 210 Stamford, CN—Erma J. Hatter (s), Hector Fraser.
- 215 Lafayette, IN—Barbara H. Anderson (s).
- 218 Boston, MA—Leonard A. Onorato.
- 222 Washington, IN—Bernard L. Jackman, Joseph T. Mason.
- 223 Nashville, TN—Mary E. Smith (s), William D. Williams.
- 232 Fort Wayne, IN—Frank T. Keller, Halbert C. Purseley, Vivian L. Patten (s).
- 235 Riverside, CA—Morris E. Ramey.
- 242 Chicago, IL—John Henaghan.
- 247 Portland, OR—Ardey Julia Nufer (s), Earl O. Boyer, Lester P. Crawford, Steve Hordichok.
- 248 Toledo, OH—Emerson E. Amstutz.
- 249 Kingston, ON, CAN—Stanley Baker.
- 250 Lake Forest, IL—Henry F. Czerwinski, Melvin L. Rasch, Robert Reed Larson.
- 256 Savannah, GA—Julian V. Beasley, Leary M. Clifton, Vance LaRue Fortner.
- 257 New York, NY—Benedict Cali.
- 259 Jackson, TN—Noah F. Osborne.
- 260 Berkshire County, MA—Joseph Pignone.
- 261 Scranton, PA—Jack Beichler.
- 264 Milwaukee, WI—Mary Schwartz (s).
- 267 Dresden, OH—Paul K. Schultheis.
- 275 Newton, MA—Basil Rodenhizer.
- 280 Niagara-Gen-Vic, NY—George A. Hunt, Jr.
- 287 Harrisburg, PA—Amos Decker.
- 296 Brooklyn, NY—Abraham Gellman, Charles Fuhrman, Gerhard Berentzen, Luigi Pasquariello, Samuel Levine.
- 304 Denison, TX—R. B. Wilson.
- 316 San Jose, CA—Arthur H. Carpenter.
- 317 Aberdeen, WA—Chester R. Nelson.
- 319 Roanoke, VA—Aubrey L. Hodge, Milton Lewis Hankins.
- 323 Beacon, NY—Augustus Papo.
- 329 Oklahoma City, OK—Ray Wilburn Calaway.
- 334 Saginaw, MI—Lyle C. Litchfield.
- 345 Memphis, TN—W. C. Kee.
- 347 Mattoon, IL—William L. Mills.
- 348 New York, NY—Eugene Reinhardt, Gustave Ser-volke, Peter Barotti, Salvatore Munafo.
- 356 Marietta, OH—Ollie Atherton (s), William N. Schoonover.
- 359 Philadelphia, PA—Edward F. Good.
- 362 Pueblo, CO—Raymond F. Hartman.
- 387 Columbus, MS—James C. McVay.
- 388 Richmond, VA—Claude O. Jones.
- 393 Camden, NJ—Isaac E. Carlson.
- 400 Omaha, NE—Carroll Sanson.
- 403 Alexandria, LA—Dorothy Elaine McCormick (s).
- 404 Lake County, OH—Peter P. Speck.
- 413 South Bend, IN—William Paul Hancock.
- 417 St. Louis, MO—Oliver L. Junge.
- 422 New Brighton, PA—Frank Mason.
- 433 Belleville, IL—Edward H. Lehr.
- 438 Mobile, AL—William C. Porter, Sr.
- 452 Vancouver, B.C., CAN—George Cole, Gerrit Keizer, Lorne Neibrandt.
- 454 Philadelphia, PA—Gus D. Wheeler.
- 470 Tacoma, WA—Harold A. Tustison, John P. Fullager, Leroy C. Hatch.
- 472 Ashland, KY—Alvin S. Clark.
- 475 Ashland, MA—Armando Giargiari.
- 483 San Francisco, CA—George Carr, Isaac H. Jones.
- 492 Reading, PA—Robert F. Babb.
- 503 Lancaster, NY—Grant E. Lavigne.
- 510 Berthoud, CO—Robert C. Koehler.
- 512 Ann Arbor, MI—Orville Kersey.
- 514 Wilkes-Barre, PA—Theodore Petro.
- 515 Colorado Springs, CO—Clarence O. Hayes.
- 522 Durham, NC—Julius C. Currin.
- 526 Galveston, TX—Jewel Lucille Barton (s).
- 527 Nanaimo, B.C., CAN—Richard C. Gardiner.
- 531 New York, NY—Richard Niemi.
- 532 Elmira, NY—Arvo Kauppinen, Irving C. Kamin-sky.
- 556 Meadville, PA—Frank R. Schaffner.
- 558 Elmhurst, IL—Edward P. Doyle.
- 563 Glendale, CA—Christ G. Renz, Clarence A. Bobel.
- 586 Sacramento, CA—Clyde J. Tarver, Loyal J. New, Martha M. Simmons (s).
- 588 Montezuma, IN—Frances P. Fields (s).
- 596 St. Paul, MN—James E. Little.
- 600 Lehigh Valley, PA—Clarence Shaffer, Larue B. Beers (s), Robert F. Kressly, Jr.
- 606 Va Eveleth, MN—Einar B. Johnson.
- 610 Port Arthur, TX—David B. Patterson, Elvin Leverage.
- 611 Portland, OR—Gunnar C. Graham.
- 621 Bangor, ME—Hanson W. Richards.
- 623 Atlantic County, NJ—Alonso E. Powers.
- 625 Manchester, NH—Richard H. Magoon.
- 626 Wilmington, DE—Helen M. Mowbray (s).

Local Union, City

- 633 Madison, IL—Edwin L. Moore, Sr., Frank Malone.
- 635 Boise, ID—Fred S. Johnson.
- 636 Mt. Vernon, IL—Glenn W. Gowler.
- 639 Akron, OH—Earl C. Mook, Marie Schott Lilledaie (s), Roy L. Lough.
- 641 Fort Dodge, IA—Florence M. Hivley (s).
- 642 Richmond, CA—Archie W. Stallard.
- 644 Pekin, IL—Joseph A. Schott, Sr., Maxine Groff (s).
- 650 Pomeroy, OH—John M. Sisson.
- 654 Chattanooga, TN—Herman Spurlock.
- 665 Amarillo, TX—Fabin E. Spade, James Ray Stamper.
- 668 Palo Alto, CA—Ida E. Dato (s).
- 698 Covington, KY—Clarence Birsinger.
- 701 Fresno, CA—Jack W. Williams, Lloyd M. Hubbard.
- 710 Long Beach, CA—James B. Rednour, Robert H. Kline.
- 715 Elizabeth, NJ—David Currie, James Cowan, John Hansen.
- 721 Los Angeles, CA—Carl T. Schnitker, Emile R. Lamoreaux, Juan J. Miranda, Kasimir Kiriloukas.
- 727 Hialeah, FL—Marshall H. Smith.
- 739 Cincinnati, OH—Clem White, Elmer J. Strassell.
- 743 Bakersfield, CA—Millie T. Burgan (s), Reba Moss (s).
- 745 Honolulu, HI—Robert Kee Wong Ng, Vito Segundo Curammeng.
- 751 Santa Rosa, CA—Edith Lombella.
- 753 Beaumont, TX—Lester Carroll Platt, Sr., Maudie J. Nash (s), Raymond F. Halbrooks.
- 756 Bellingham, WA—Blanche G. Little (s), James M. Cone.
- 763 Enid, OK—Mary Louise Wilkinson (s).
- 764 Shreveport, LA—Marguerite Grice (s), Robert Ray Ward.
- 769 Pasadena, CA—Bonnie Jean Schmidt (s), Francis A. Bonham, Jack M. Bradshaw, Jacob J. Harr, James J. Ogle.
- 770 Yakima, WA—Ira J. Perry, Melvin H. Bacon.
- 780 Astoria, OR—Elizabeth R. Moon (s), Glenn I. Bid-die.
- 785 Cambridge, Ont., CAN—Frank Lehmann.
- 795 St. Louis, MO—Alvin I. Whalen.
- 815 Beverly, MA—Edward J. Livesey.
- 819 West Palm Beach, FL—Helen E. Miers (s).
- 829 Santa Cruz, CA—Arthur L. McCombs, Ethel Har-lamoff (s).
- 836 Janesville, WI—Helen A. Campbell (s).
- 839 Des Plaines, IL—Frank L. Miller, James L. Melton, Sr., Margaret H. Tescher (s), Otto Kloske.
- 848 San Bruno, CA—Delbert Sweet, Russell H. Sperry.
- 849 Manitowoc, WI—Leonard C. Buck.
- 857 Tucson, AZ—Jose S. Mejia.
- 891 Hot Springs, AR—George W. Walters.
- 898 St. Joseph, MO—Edward G. Broz.
- 900 Altoona, PA—Amos B. Gardner.
- 902 Brooklyn, NY—Joseph Tamburello, Sarah Serkin (s).
- 906 Glendale, AZ—Ralph W. Murdock.
- 918 Manhattan, KS—Elvin L. Frazier, Marvin R. Wor-man.
- 925 Salinas, CA—James C. Sumrall, Johnny N. Nelson.
- 943 Tulsa, OK—Irene Terrapin (s).
- 944 San Bernardino, CA—Gary Crnogorac, Hubert W. Watson.
- 953 Lake Charles, LA—Lynwood S. Butler, Raymond L. Terry.
- 964 Rockland County, NY—John Succio.
- 971 Reno, NV—Kent E. Hamer, Marjorie Bray (s).
- 993 Miami, FL—Richard Coleman.
- 998 Royal Oak, MI—Marilyn Haberle (s).
- 1000 Tampa, FL—Paul S. Rowe.
- 1006 New Brunswick, NJ—Joseph Andriolo, Joseph For-molo.
- 1026 Miami, FL—Hoyle Jolley, James F. Goff.
- 1027 Chicago, IL—Anna W. Mohr (s), Blanch A. Byl-czynski (s).
- 1028 Lansing, MI—Edmund Piotrowski.
- 1048 McKeesport, PA—Hugh L. Elliott.
- 1053 Milwaukee, WI—George J. Schmidt, Julius J. Po-koara.
- 1073 Philadelphia, PA—Albert J. Palumbo, Charles Win-ter, Sophie Wasserman (s).
- 1074 Eau Claire, WI—George R. Menge.
- 1089 Phoenix, AZ—Amy A. Springer (s), Clifford Rex Witt, Dale S. Wolfe.
- 1097 Longview, TX—Thomas S. McLemore.
- 1098 Baton Rouge, LA—Percy Carroll.
- 1102 Detroit, MI—Kenneth L. Melton, Jr.
- 1108 Cleveland, OH—George P. Matusek, Michael J. Kapral, Murrell J. McMillion, Raymond E. Gorman.
- 1109 Visalia, CA—Lawrence Riggan.
- 1120 Portland, OR—Alfred W. Guthrie, Felipe Castro, Willis Bowen.
- 1134 Mt. Kisco, NY—Gus Defeo.
- 1138 Toledo, OH—Adolph Henry Polmann, Alton J. Grodi, Richard J. Waggoner, Sr.
- 1140 San Pedro, CA—William Chetkunoff.
- 1143 La Crosse, WI—Carl J. Goetz.
- 1144 Seattle, WA—William W. Roberts.
- 1147 Roseville, CA—William Howard Holmes.
- 1148 Olympia, WA—Oscar Heberg.
- 1149 San Francisco, CA—Ben Jaramillo, Bennie McCoy.
- 1156 Montrose, CO—Louise Wright (s).

1159 Point Pleasant, WV—Trix C. Caudill.
 1164 New York, NY—Joseph Benjamin.
 1172 Billings, MT—Lawrence Dempster.
 1173 Trinidad, CO—Andrew Torres.
 1185 Chicago, IL—Conrad Kraemer.
 1235 Modesto, CA—Elvin Sample, Geneva G. Harlan (s), Mary C. Jepson (s), Roy C. Jensen (s).
 1242 Akron, OH—William B. Weathers.
 1243 Fairbanks, AK—Robert C. Chandler, Russell Ward Wood.
 1256 Sarnia, ONT CAN—Clarence E. Vautour, Isabel Verberg (s), Lionel Therault.
 1266 Austin, TX—Charles Isherwood, Frances R. Frithiof (s).
 1273 Eugene, OR—Edgar Gibson.
 1275 Clearwater, FL—John G. Mance.
 1278 Gainesville, FL—James Stroble.
 1280 Mountain View, CA—Tony Dominick.
 1296 San Diego, CA—Gottfried Hugo Wicklund, J. Wilfred Orr, John Ethal James.
 1305 Fall River, MA—Philippe Binette.
 1307 Evanston, IL—Frank J. Rioux, Jr., Leon G. Schwanz.
 1313 Mason City, IA—Elizabeth Warner (s).
 1319 Albuquerque, NM—Veta Vera Cloud (s).
 1323 Monterey, CA—Richard C. Rout.
 1329 Independence, MO—Emma J. Harter (s).
 1333 State College, PA—William McAlevy.
 1338 Chrltietwn, PEI CAN—William A. Kells.
 1342 Irvington, NJ—Harold Leon Jackson, Henry Sundbeck, Louis Murray, William James Denny.
 1345 Buffalo, NY—Ethel Mariani (s).
 1346 Vernon, BC, CAN—Nicolai Silkin.
 1357 Memphis, TN—Purvis A. Hill.
 1363 Oshkosh, WI—Thomas H. Hom, Jr.
 1365 Cleveland, OH—Douglas R. Rose, George Bierman.
 1369 Morgantown, WV—Roger A. Anseline.
 1382 Rochester, MN—Chester Koehler.
 1394 Ft. Lauderdale, FL—Arne Bergman, Ivar Swanson.
 1397 North Hempstad, NY—John Turner, Joseph Janowski.
 1402 Richmond, VA—James Archer Sculthorpe.
 1407 San Pedro, CA—John E. Trantham, John G. Gomez, Raymond P. Diaz.
 1408 Redwood City, CA—Henry Waring.
 1449 Lansing, MI—George Albert Lounds.
 1453 Huntington Bch, CA—Andrew R. Lopez.
 1454 Cincinnati, OH—Samuel T. Osburn.
 1456 New York, NY—Fred L. Dow, Ivar Lindahl, Thomas Sawyer, Walter Westenberg.
 1464 Mankato, MN—Virginia F. Wolfe (s).
 1489 Burlington, NJ—Oscar Kadak.
 1497 E. Los Angeles, CA—Ralph Hinman.
 1498 Provo, UT—Frost Mitchell.
 1512 Blountville, TN—Thomas W. McIntyre, Sr.
 1521 Algoma, WI—Dale Diechrich (s).
 1529 Kansas City, KS—Alice C. Gregg (s), Charles C. Morris.
 1539 Chicago, IL—Elizabeth Wilkinson (s).
 1541 Vancouver, BC, CAN—Peter Nikula.
 1545 Wilmington, DE—Victor L. Fink.
 1553 Culver City, CA—Douglas R. Fiebelkom, Neil Vaughn Hinkle, Ray M. Ferguson.
 1554 Miami, FL—Paul H. Piche.
 1571 East San Diego, CA—Charles B. Currie, Velma P. Fraser (s).
 1573 West Allis, WI—Delbert M. Kroupa, Marilyn Schumacher (s), Thomas W. Spangenberg.
 1577 Buffalo, NY—Kustas Hark.
 1585 Lawton, OK—O. T. Herrald.
 1590 Washington, DC—George Copley, Virginia S. Massa (s).
 1598 Victoria, BC CAN—Kristian Naess.
 1607 Los Angeles, CA—Jack M. Hale.
 1622 Hayward, CA—Henry F. Frankiewicz, James S. Cagle, John H. Coates.
 1650 Lexington, KY—Buford Gaines.
 1654 Midland, MI—Harold D. Bedell.
 1664 Bloomington, IN—James McCoy, Jessie Fay Bays (s), Oscar Bays, Ray G. Ennis.
 1665 Alexandria, VA—Albert V. Elliott.
 1669 Ft. William, ONT CAN—Sylvio Carriere.
 1689 Tacoma, WA—George Wutz, Thomas Turner.
 1693 Chicago, IL—Glenn L. Hoffmann.
 1708 Auburn, WA—Clifford W. Noel.
 1738 Hartford City, IN—Inez R. Bedwell (s).
 1739 Kirkwood, MO—Edward John Konert.
 1750 Cleveland, OH—Alfred Carnevale.
 1751 Austin, TX—Armando Juarez.
 1752 Pomona, CA—Donald M. McElroy, Edwin Leonard, Kyle Wagner.
 1757 Buffalo, NY—Leonard W. Chojnacki, Stanley Trybowski.
 1770 Cape Girardeau, MO—Mary Burroughs Price.
 1772 Hicksville, NY—Elfriede Classen (s), Gaetano Pezzotti.
 1780 Las Vegas, NV—Clara A. Bunker (s).
 1789 Bijou, CA—Willard R. Livingston.
 1797 Renton, WA—Arthur I. Erslund.
 1801 Hawkins, WI—James Kenneth Haroldson.
 1811 Monroe, LA—Glenn B. Cannon.
 1815 Santa Ana, CA—Virginia M. Friend (s).
 1832 Escanaba, MI—Claude Leclerc.
 1835 Waterloo, IA—Bennie R. Bjornson, Byron Kime, Carl Ahrenstedt.
 1837 Babylon, NY—Michael J. Morrissey.
 1839 Washington, MO—Virgil M. Menke.
 1846 New Orleans, LA—Fred H. Simolke, Kirby Daignepond, Rudolph Wedgeworth.
 1849 Pasco, WA—Lawrence Cochlin, Thomas J. Edwards.
 1890 Conroe, TX—Leon E. Martin.
 1896 The Dalles, OR—Doris J. Havens (s).
 1906 Philadelphia, PA—John J. Weyant.
 1911 Beckley, W VA—Kathryn Underwood (s).

1913 Van Nuys, CA—Margaret Ash (s).
 1914 Phoenix, AZ—Virgie M. Adams (s).
 1925 Columbia, MO—William Harvey Hayden.
 1929 Cleveland, OH—Catherine V. Talafer (s).
 1962 Las Cruces, NM—Carolina D. Ramos (s).
 2018 Ocean County, NJ—Herbert A. Wennlund.
 2020 San Diego, CA—Jack D. Roberts.
 2024 Miami, FL—Victor L. Peet.
 2035 Kingsbeach, CA—Carrie Opal Gratner (s).
 2045 Helena, AR—Fred O. Modin.
 2046 Martinez, CA—Henry G. Parker.
 2101 Moorefield, WV—Willard O. Shirk.
 2103 Calgary, Alta, CAN—Ingrid Mueller (s).
 2114 Napa, CA—Marvin H. Gross, Walter W. Hughes.
 2119 St. Louis, MO—Dell Huxhold.
 2154 Portland, OR—David M. Steele.
 2158 Rock Island, IL—Christopher A. Bennett, Harry James Lamar.
 2203 Anaheim, CA—Lavon H. Smittle (s), Lewis A. Hogan.
 2205 Wenatchee, WA—Arthur Welch, William O. McGee.
 2232 Houston, TX—Nell Elizabeth Berry (s).
 2246 Fennimore, WI—Lionel M. Schlump.
 2264 Pittsburgh, PA—Andrew J. Kovach.
 2265 Detroit, MI—Hencel Daffron.
 2287 New York, NY—William E. Burton.
 2292 Ocala, FL—Wilbur C. Hamilton.
 2322 Raton, NM—Joe Manuel Esquibel.
 2361 Orange, CA—Kenneth Wierman.
 2375 Los Angeles, CA—Frank D. Richards, John R. Knight, Orville E. Lunnam.
 2398 El Cajon, CA—Edith Jenkins (s).
 2435 Inglewood, CA—Florian Alter, George H. Sonksen.
 2436 New Orleans, LA—Janie Levene Keller (s).
 2443 Grand Rapids, MN—Douglas R. Gatheridge.
 2453 Oakridge, OR—Alvin P. Dean, Harry Deloach.

2470 Tullahoma, TN—J R West.
 2519 Seattle, WA—Russell Modine.
 2522 St. Helens, OR—Marion Andress.
 2530 Gilchrist, OR—Sara M. Henderson (s).
 2554 Lebanon, OR—Floyd Ross.
 2572 Wichita Falls, TX—Ernest R. Fields.
 2581 Libby, MO—Thomas L. Powell.
 2608 Redding, CA—Anderson Smith.
 2633 Tacoma, WA—Ronald E. Sigsworth.
 2652 Standard, CA—Knut E. Isaacson.
 2679 Toronto, Ont, CAN—Otto Neumann.
 2691 Coquille, OR—Ernest Eldon Wallace, Lawrence Marvin Trathen.
 2693 Pt. Arthur, Ont, CAN—Clement Couture, Jeannette Saulnier.
 2761 McCleary, WA—Anna Thumser.
 2767 Morton, WA—Arthur W. Sanders, Floyd D. Pettit, Henry E. Alloway, Joseph F. Mindus.
 2784 Coquille, OR—Forrest R. Hubbard, Timothy J. Barklow.
 2816 Emmett, ID—Forrest W. Wray.
 2817 Quebec, Que, CAN—Alphonse Lemieux, Rolland Langlois.
 2834 Denver, CO—William J. Nicol.
 2902 Burns, OR—Ralph Christensen, Sr.
 2949 Roseburg, OR—Arthur C. Bissonnette, Cora E. Fitch, Hubert G. Hill, Marion Ayers, Mary Margaret Walters (s), Nevada Smith (s).
 2993 Franklin, IN—John A. Collins.
 3009 Grants Pass, OR—Alta L. West (s).
 3090 Murfreesboro, NC—Carrie B. Ewing (s).
 3127 New York, NY—Willie E. Rhodes.
 3161 Maywood, CA—Walter Hennig.
 3181 Louisville, MS—Leola Culberson.
 7000 Province of Quebec—John Sallai.
 9010 Milwaukee, WI—Richard Neumann.

Unemployment Compensation

Continued from Page 11

and the level and duration of benefits down.

Organized labor has fought for many years for national standards on the duration and level of benefits. During the worst recessions, Congress has gone along with federal extended benefits, but these are now phased out.

This summer, the percentage of jobless workers receiving unemployment benefits fell to an all-time low of 26.9%. In June, of 8.8 million officially unemployed, only 2.4 million drew benefits.

And what is worse, in its callousness, is a planned "quality control" drive by the U.S. Labor Department at the behest of employers to root out "overpayments" to claimants. There is no similar effort to collect an estimated \$1 billion a year in employer underpayments or non-payment of taxes.

AFL-CIO President Lane Kirkland recently spoke with some heat about this flawed program, calling it "the harshest system amongst all the industrial democracies."

In Europe—Britain, France, West Germany—"there are systems for providing assistance to unemployed workers that virtually never end," Kirkland said. The level and duration of benefits are more generous and backup programs exist when benefits expire, he noted.

Kirkland also said it was "an atrocity" that Congress blithely let extended benefits expire in the face of prolonged high-level unemployment and widening pockets of poverty.

Can Congress Reverse?

Continued from Page 9

closed or partially shut down, displacing more than 92,000 workers, most of them in the South.

• Since 1981, 237 nonrubber shoe plants have closed, and 105 of these shutdowns occurred in 1984 as footwear imports surged.

• In the lumber and wood products industry, employment fell from 785,000 in 1979 to 688,200 in April 1985. Most of the job loss occurred in the Pacific Northwest.

• Coal mining employed some 242,000 people in 1978, but only 160,000 in the first quarter of 1985.

The evidence is plain. Congress must press forward in the areas of trade, trade adjustment assistance and retraining, and enactment of H.R. 1616, to require 90 days' notice of plant shutdowns and consultation with workers. These modest beginnings can be the foundation of an industrial policy to preserve the nation's industrial base and the jobs that depend on it.

Tool Answers

Continued from Page 18

the company also manufactured tools for tinsmiths, but it eventually discontinued this activity. Gandenberger says that he has seen PS & W braces at yard sales, flea markets, and antique shows, but that many early ratchet braces couldn't compete with the Stanley line and were discontinued many years ago.

Noel Tension of Paramount, Calif., and a retired member of Local 1497, East Los Angeles, says braces like Tool No. 3 are rather common today. The oldest of this type in his collection is a Miller Falls.

WHAT'S NEW?



3-WHEEL BAND SAW



A new Delta 16" Motorized Band Saw features an innovative, three-wheel design, instead of the standard two, which assures greater capacity in a compact machine. A measure of 16" from blade to frame and 8" in depth of cut provide the versatility needed for projects ranging from large-scale to intricate curve cutting. The Delta Band Saw is equipped to cut wood, aluminum, plastic, and sheet metal.

Dimensions of the 16" Motorized Band Saw are: height 60 5/8", width 31", depth 21", and the weight is 156 pounds.

For additional information on the new 16" Motorized Band Saw, or any other member of the Delta family of wood and metalworking products, contact: Eugene Sliga, Advertising Manager, Delta International Machinery Corp., 246 Alpha Drive, Pittsburgh, PA 15238. Phone: 412/963-2425.

WOOD FOUNDATION

A foundation alternative that eliminates the damp, musty feeling often associated with basements is described in a booklet available from the American Plywood Association. "A Home Buyer's Guide to the

INDEX OF ADVERTISERS

Calculated Industries.....	21
Clifton Enterprises.....	23
Foley-Belsaw Co.	39
Marsupial Enterprises	29

Permanent Wood Foundation" is an 8-page booklet designed to promote the wood foundation system to home buyers.

For a free single copy, write the American Plywood Association, P.O. Box 11700, Tacoma, WA 98411, and request form number K425.

SPRING-LOAD PUNCH



Here's a precision tool for the building trades and maintenance mechanics—designed by a millwright and recently patented. It's an automatic centerfinder and transfer punch with a range of 3/16" to 7/8" diameters.

The manufacturer calls the tool the "Perfecto." It will transfer both counter sunk and square holes. A 1 1/2" point, ground and hardened, insures long use. (Longer points are available from the factory.)

It replaces more expensive tracer sets. You place the centering cone in the hole, press the spring-loaded, knurled barrel to align vertically, raise the spring-loaded punch up and drop. The punch is designed to be used as a prick punch. It comes in a plastic case.

The Perfecto retails for \$12.99, postage paid. To order or to obtain more information write: Hol-Car Tool Co., Inc., P.O. Box 457, Millington, TN 38053.

SHUT-OFF SPOUT



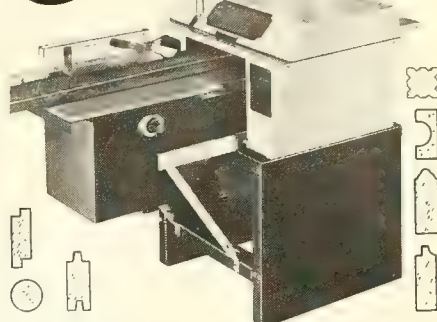
There's now a spout for caulking gun called the Caulking Spout by "Flexi," which is said to provide a smoother, more uniform bead due to the shape of the tip and the unique shut off valve prevents messy overflow. "It also ends nozzle dry-up," stated Sven O. Olsson, designer and president of Sven O. Olsson Engineering Company.

Designed to slip over any conventional caulking tube nozzle, the Spout's convenient shut off valve serves two purposes. First, it prevents drippy tube overflow by shutting off the flow and eliminates the need to release trigger pressure. Second, it provides a convenient method of keeping the valve shut when the tube is not in use to prevent dry-up during storage. The material in the tubes stays soft and fresh, and no caps, plugs, or nails are required to seal the nozzle tip. The spouts are packaged in cartons with 50 spouts per carton.

For further information, call or write Sven O. Olsson Engineering Company, 7951 Chicago Avenue, Minneapolis, MN 55420. Phone (612) 854-7717.

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FOR CHRISTMAS



BUY UNION

UNION LABEL AND SERVICE TRADES DEPARTMENT A.F. CIO

Stability, Progress:

Key Words as We

Approach the New Year

*A full complement of local
Brotherhood leaders is
prepared to carry our message*

As we prepare to close out the books on 1985—which is our 104th year of operations, incidentally—I want to give you a brief report on our situation, as I see it.

First of all, I must report that our membership is becoming stabilized after several years of struggle against recession, open-shop activity, and unceasing anti-union actions by several ultra-conservative organizations. We now show a slight increase in membership, and I firmly believe that our union will continue to grow in numbers during the second half of the 1980s.

We have an outstanding staff of representatives in the field, prepared to work with your local union and council in organizing the unorganized and assisting with administrative work.

We had open and frank discussions with your fulltime officers and business agents at regional seminars, and I trust that every delegate to these gatherings took the UBC message back home and laid our plans before the membership at the next local union meetings.

Next year will be a convention year. Our convention call will go out in the spring, and delegates will assemble in Toronto, Ont., in October. It is not too early for your local union to consider actions which we might take at our General Convention. I expect the report of the General Officers to the 1986 convention to show much progress in many areas—in membership, in collective bargaining, in administration, and in political action. I am sure that the resolutions presented to

the convention will cover many, many additional subjects of mutual concern.

During 1985 we have continued our fight for justice for the Louisiana Pacific workers forced out on strike in 1983. We are determined to win that fight, and I want to personally thank the thousands of members who have contributed to the Louisiana Pacific Strikers' Fund. There are now many areas of the United States where merchants will not handle L-P products. During 1985, for the second time in as many years, we took our case to the shareholders of the big forest products corporation, and we now find that Wall Street investors are beginning to take notice of our boycott. As we see it, the L-P struggle is a test for our union in its dealings with an entire industry, and we must pass that test. Every member of our union must support the boycott of L-P products, and we must have the support of other building tradesmen.

All that these Lumber and Sawmill Workers in the Pacific Northwest asked for was a continuation of their existing contract and minor improvements in fringe benefits. It wasn't much to ask for. There is no question in my mind that L-P leaders were already determined to break the union when they sat down at the bargaining table.

In addition to thanking you for your support of the L-P strikers, I also want to thank those who have contributed generously to the Brotherhood's drive for funds for the National Diabetes Research Institute. The "Blueprint for Cure" campaign has shown much success in the first months of effort, but it will take many more contributions to reach our initial goal of \$10 million.

As I stated last month, we are our brother's keeper in many ways. Every issue of CARPENTER contains brief reports of some community activity in which UBC members help their neighbors. This spirit of brotherhood, which is so much with us during the current holiday season, carries over, month after month, into the new year. It is a spirit which has always made me proud to be a member of the United Brotherhood of Carpenters and Joiners of America.

I hope that, along with all our good deeds, we are also passing along the message of trade unionism in the months ahead. For more than a century, we have led the fight

for a better life for millions of carpenters, millwrights, cabinetmakers, piledrivers, and allied tradesmen. That message stresses the virtues of skilled craftsmanship in the workplace. It stresses the importance of safety on the job and proper health care for ourselves and our families. It stresses the importance of union representation in presenting grievances to employers and the importance of collective bargaining in achieving a fair day's work for a fair day's pay.

We have salaried representatives standing before audiences of workers every workday, preaching the importance of union organization. I hope that every member of every one of these audiences gets the message and passes it along to his or her fellow workers. This is the only way we achieve success in our membership drives. In union there is strength. It has been said time and again, but the message must be repeated if we are to achieve our objectives.

We have had some programs in place at the General Office during 1985 which will add to the stability of our union. I have in mind our "Operation Turnaround," which helps union labor and management to work together for jobs and pre-hire agreements. The union contractor continues to compete as best he can against low contract bidders and against merit-shop bidders who employ low-paid labor. We must continue to work with fair contractors to see that they get the jobs.

"Operation Turnaround" applies to our construction members, of course. We have an equally aggressive program working for our industrial members. We have an active steward training program for in-plant leaders, and we are compiling a wealth of data about employers in our related industries which will serve our negotiators in future bargaining.

Our Special Projects Office, which compiles such data, has expanded its activities during 1985. We have established a model industry research program, which is already paying off in our dealings with employers.

Early this year, our Southern Council of Industrial Workers launched an organizing program called "85% in '85." It's designed to reach unorganized workers in plants in the right-to-work states where we are unable

to get union-shop agreements. It's a good program, and it makes every member in the Southern Council a potential organizer for the Brotherhood. The goal, of course, is to get 85% of the potential workforce in each plant enlisted in our organization, and it is showing success.

Our apprenticeship training program has been re-evaluated and updated during 1985. New apprentices must be made aware of the new construction technology, and, consequently, we are adding to the PETS (Performance Evaluation Training) program. Our training leaders are discussing ways of achieving more flexibility in training schedules and ways of involving more employers in our joint apprenticeship programs.

I am optimistic about our future as we approach the closing days of 1985. For this and many more reasons, I want to wish you and your loved ones a joyous holiday season and a most happy and productive new year.



Patrick J. Campbell
General President



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**Seasons
Greetings
to All**

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